



# Women and Minorities in the Illinois Labor Force

2013 Annual Report



# WOMEN AND MINORITIES IN THE ILLINOIS LABOR FORCE 2013 PROGRESS REPORT

Illinois Department of Employment Security  
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In response to the Progress of Women and Minorities in the Workforce Act (PA 87-0405), this report provides an annual update on the employment progress of women and minorities in the Illinois workforce. This report tracks the status of women and minorities in the state's labor force based on the most currently available data.

The Mission of the Progress of Women and Minorities in the Workforce Program is to promote the material, social and intellectual prosperity of working men and women in Illinois by increasing public education and awareness of workplace equity and diversity, and responsibly monitoring the employment progress of women and minorities in the Illinois workforce through accurate, comprehensive and informative reporting.

***Note:** The information in this report is subject to change at any time.*

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# Executive Summary

This report examines how women and minorities in Illinois fared in the labor force in 2012 by analyzing their economic status through several economic indicators. The report also contains a detailed description of trends in the Illinois economy.

The Illinois labor force grew in calendar year 2012 but was still below levels reported before the most recent national economic crisis. The labor force participation rate for women and racial minorities rose in 2012, but the participation rate for white men continued to drop.

The Illinois unemployment rate decreased for both genders and all racial groups in 2012. African-Americans saw the largest unemployment rate decline in 2012 but continued to have the highest unemployment rate among all racial groups.

Illinois employment increased in 2012 for the second year in a row but remained below pre-recessionary employment levels. The employment-to-population ratios in 2012 were up for women and racial minorities but dropped slightly for white men, falling to its lowest level on record. In Illinois and nationwide, women make up a larger share of the workforce in service and clerical jobs that tend to have lower pay. However, in both the U.S. and Illinois, women held more than half of the professional and sales jobs. Minorities also tend to be highly concentrated in lower-paying jobs, such as service workers and laborers. However, Asians tend to have their highest concentration of employment in good-paying professional and technical jobs.

Women and men in both Illinois and the nation have relatively equal levels of educational attainment, with men holding a narrow lead in graduate degrees. Asians have the highest percentage of bachelor and graduate degrees of any racial and ethnic group in Illinois, followed by whites and African-Americans. Hispanics have the lowest levels of educational attainment.

Earnings for women in Illinois increased at a higher rate than they did for men in 2011 (the most current year available for earnings data), but at the national level, earnings for both genders increased at the same rate. The ratio of median wages for women relative to men improved for women in Illinois for the first time in four years. However, the U.S. ratio of median wages for women improved for the second year in a row. As for racial and ethnic groups, Asians have the highest earnings in the U.S., followed by whites, then African-Americans and Hispanics.

Recent research from the U.S. Department of Labor points to several barriers to higher employment and earnings for minorities, particularly African-Americans, in the U.S. Such barriers include lower educational attainment, prolonged unemployment status, under-representation in high-growth job sectors and less access to jobs. Finally, a study from the Center for Labor Market Studies at Northeastern University revealed that high school dropouts had disproportionately high incarceration rates, and that black male dropouts had the highest incarceration rate among the three major race-ethnic groups.

# Section I: Profile of Illinois

As the State of Illinois continues recovering from the recent national recession, several indicators point to economic progress. For example, for the second year in a row, extended mass layoffs remained historically low in 2012, while unemployment continued dropping, and statewide employment continued increasing. This section takes a detailed look at Illinois' population, labor force and industry characteristics.

## Population

Illinois, home to more than 4% of the nation's residents, is currently the fifth most populous state in the United States, behind California, Texas, New York and Florida. Population changes have a direct effect on the workforce. As certain groups expand or contract, their participation in the labor force also changes. The Illinois population grew slightly (0.2%) between 2010 and 2011 to 12.87 million residents in July 2011 (the most current year for population data).<sup>1</sup> By adding 27,300 residents during that time period, Illinois earned a ranking of 20 among states adding population.

## Labor Force Participation

The Illinois labor force in calendar year 2012 consisted of 6.59 million civilians, compared to 6.58 million in calendar year 2011.<sup>2</sup> It grew in each of the last six months of 2012, following declines in seven of the eight preceding months beginning in November 2011. However, as of December 2012, 66.1% of the civilian, non-institutional population was in the labor force, down 2.6 points from the November 2007 pre-recessionary level of 68.7%.

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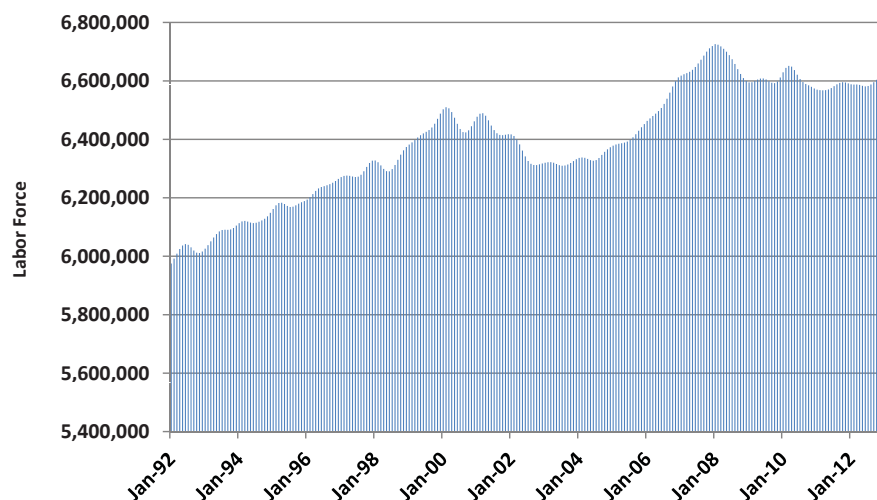
1 . U.S. Census Bureau, Population Division, <http://www.census.gov/popest/>.

2. The labor force includes all persons in the civilian, non-institutional population classified as either employed or unemployed. In general, as the population continues to grow, so does the pool of available workers.



**Figure 1. Illinois Civilian Labor Force, Monthly Data, 1992-2012**

Source: U.S. Bureau of Labor Statistics



**Figure 1** shows more facts about the Illinois labor force:

- The Illinois labor force in December 2012 included 6.62 million civilians, compared to 6.59 million the year before.<sup>3</sup>
- The Illinois civilian labor force has grown steadily during the past two decades, with the exception of periods of economic slowdown, including March 2001 to November 2001, and December 2007 through June 2009.
- During the past 10 years, the Illinois labor force has grown from 6,417,000 civilians in January 2002 to 6,617,400 in December 2012, a 3.1% increase.<sup>4</sup>

3. Illinois Department of Employment Security, Economic Information and Analysis Division, Illinois Labor Force Estimates, Annual Averages.

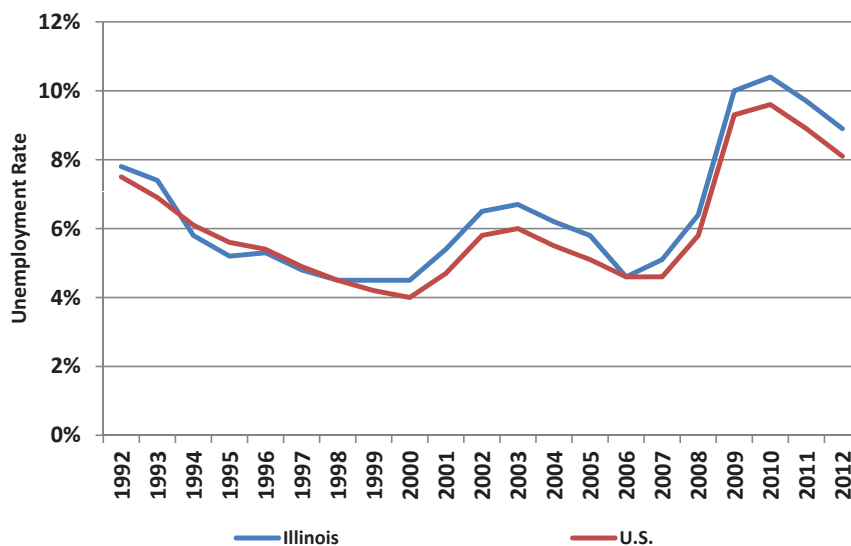
4. Ibid.

# Unemployment

Both the U.S. and Illinois unemployment rates declined in 2012. The U.S. unemployment rate dropped to 8.1% from 8.9% the year before. The Illinois unemployment rate dropped to 8.9% from 9.7% in 2011 (*See Figure 2*). The Illinois unemployment rate has exceeded the U.S. rate each year during the past decade (except in 2006 when the rate was the same). Though the Illinois rate decreased in 2012, it is 3.8 points above the 2007 pre-recessionary unemployment rate. Similarly, the 2012 U.S. unemployment rate is 3.5 points higher than what it was in 2007 (4.6%).

**Figure 2. Illinois, U.S. Annual Unemployment Rates, 1992-2012**

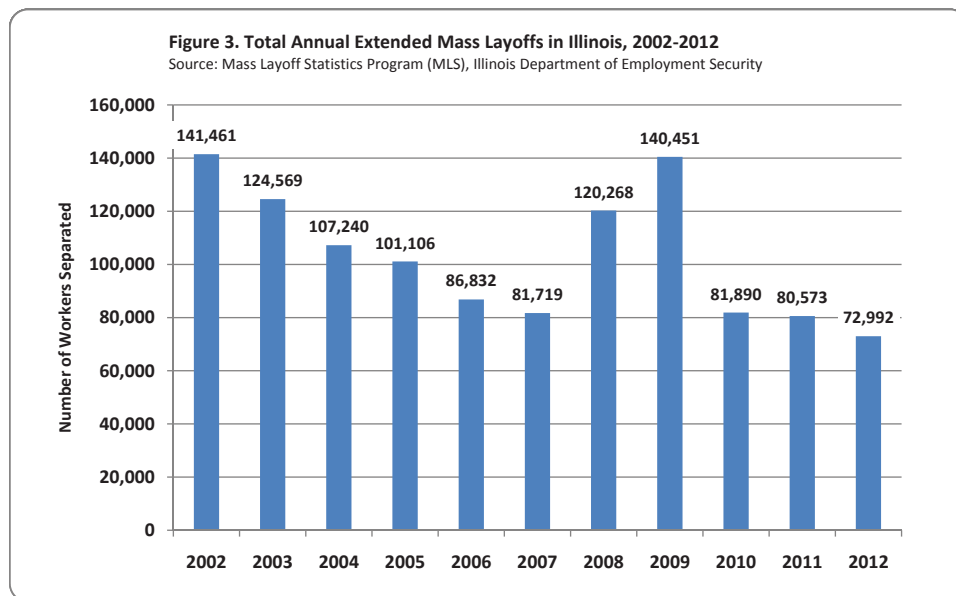
Source: U.S. Bureau of Labor Statistics



# Extended Mass Layoffs

An extended mass layoff event is one in which at least 50 workers are separated from their employer for more than 30 days. In 2012, Illinois experienced the lowest number of worker separations due to extended layoffs since 1997.

In 2012, the *professional and business services* industry was responsible for the highest percentage (30%) of extended mass layoffs, compared to all other industries. Other industries that comprised the largest percentage of extended mass layoffs in 2012 included *construction*, responsible for 27%, followed by *manufacturing* (12%). *Trade-transportation-utilities* had 7% of all extended mass layoffs, followed by *retail trade* and *leisure and hospitality*, with 6% each.



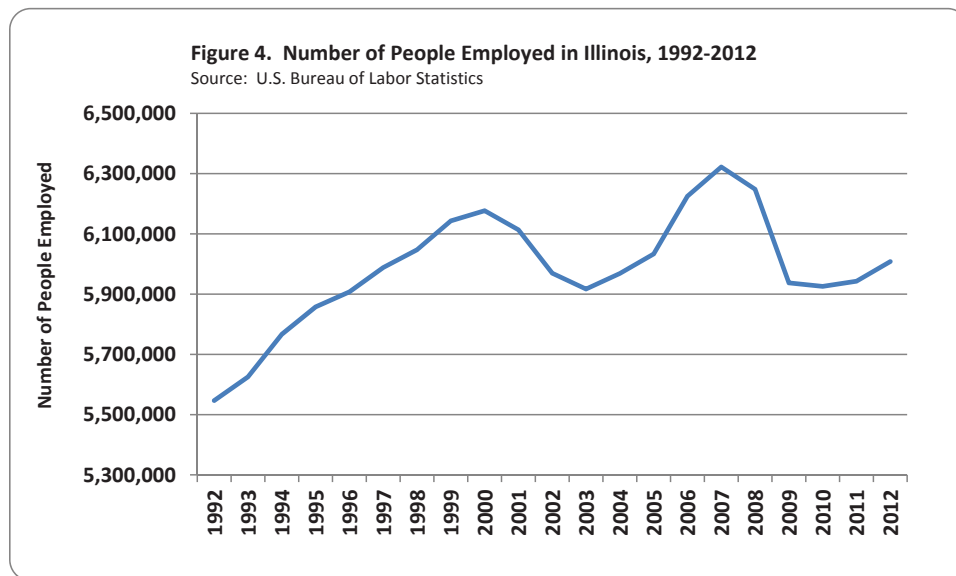
**Figure 3** highlights key facts pertaining to the layoffs:

- In 2012, the number of extended mass layoff events occurring in Illinois totaled 408, and 72,992 workers were separated.<sup>5</sup>
- In 2012, there were 7,581 fewer workers separated in extended mass layoffs and a 5.1% decrease in the number of extended mass layoffs events, compared to 2011.

5. Illinois Department of Employment Security, Economic Information and Analysis Division, Mass Layoffs in Illinois: Annual Totals, extended mass layoff events in private, non-agricultural industries, and all potential layoff events, <http://www.ides.illinois.gov/page.aspx?item=918>.

# Employment

During the past two decades, the number of employed Illinois residents trended upward, except during economic recessions, including the last one that ended in June 2009. In 2012, the number of people employed increased sharply from the prior year but remained below pre-recessionary levels.



**Figure 4** shows the following employment facts:

- In 2012, the number of employed Illinois residents increased by 65,200 to about 6.0 million people. In 2007, the last pre-recessionary year, some 6.3 million Illinois residents were employed.<sup>6</sup>
- The number of employed workers in the state has risen during the past 30 years, except during the economic recessions of: January 1980 to July 1980, July 1981 to November 1982, July 1990 to March 1991, March 2001 to November 2001 and December 2007 through June 2009.

6. Illinois Department of Employment Security, Economic Information and Analysis Division, Illinois Labor Force Estimates Annual Averages.

# Industry Growth and Decline

## Employment by Sector

**Table 1. Illinois Employment by Sector, 2012**

	No. of Jobs	% of Total Jobs
Natural Resources & Mining	10,200	0.2%
Construction	187,900	3.3%
Manufacturing	582,900	10.1%
Trade, Transportation, & Utilities	1,155,700	20.1%
Information	100,100	1.7%
Financial Activities	366,100	6.4%
Professional and Business Services	861,500	15.0%
Educational and Health Services	864,000	15.0%
Leisure and Hospitality	534,800	9.3%
Other Services	249,300	4.3%
Government	831,900	14.5%
<b>Total Nonfarm</b>	<b>5,744,400</b>	<b>100.0%</b>

Source: Current Employment Statistics (CES), Illinois Department of Employment Security

**Table 1** shows the number and percentage of jobs in Illinois across industry supersectors. The industry responsible for the greatest percentage of employment in Illinois is the *trade, transportation, and utilities industry* supersector, which employed 20.1% of the workers in the state in 2012. *Educational and health services* and *professional and business services* employed 15.0%, followed by *manufacturing* (10.1%) and *leisure and hospitality* (9.3%).

**Table 2. Growth of Industries in Illinois, 2011-2012**

Industry	2012	2011	Change	% Change
Natural Resources & Mining	10,200	9,600	600	6.3%
Construction	187,900	195,700	-7,800	-4.0%
Manufacturing	582,900	573,900	9,000	1.6%
Trade, Transportation, & Utilities	1,155,700	1,143,800	11,900	1.0%
Information	100,100	100,600	-500	-0.5%
Financial Activities	366,100	363,300	2,800	0.8%
Professional and Business Services	861,500	831,400	30,100	3.6%
Educational and Health Services	864,000	848,500	15,500	1.8%
Leisure and Hospitality	534,800	522,200	12,600	2.4%
Other Services	249,300	249,700	-400	-0.2%
Government	831,900	837,900	-6,000	-0.7%
<b>Total Nonfarm</b>	<b>5,744,400</b>	<b>5,676,600</b>	<b>67,800</b>	<b>1.2%</b>

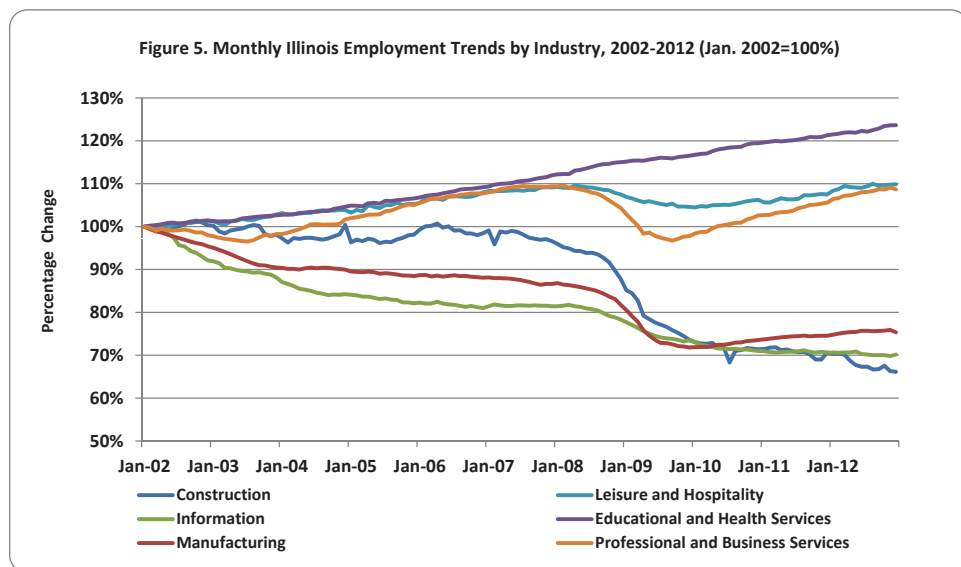
Source: Current Employment Statistics (CES), Illinois Department of Employment Security

## Over-The-Year Growth

Total nonfarm employment in Illinois increased in 2012 for the second year in a row. Compared to 2011, jobs in Illinois increased over the year by 67,800 or 1.2% (See **Table 2 on page 12**). Jobs had risen by 1.1% (63,900) in 2011 and fallen by 0.8% (-44,700) in 2010. The *trade, transportation, and utilities* industry supersector continued to employ the most workers, with more than 1.1 million employed in the state. This sector had an employment increase of 1.0% compared to 2011. *Natural resources & mining* had the highest rate of employment increase (6.3%). However, the actual change in the industry's employment level was much lower than *professional business services*, which had an employment rate increase of 3.6% and an employment level increase of 30,100. *Educational and health services* had an increase in employment of 15,500 (1.8%), and leisure and hospitality increased by 12,600 (2.4%). *Manufacturing* (1.6%) also continued its rebound in employment. *Construction* (-4.0%), and *government* (-0.7%) employment continued to decline in 2012.

## 10-Year Growth

Although total nonfarm employment in Illinois increased in 2012, Illinois has lost about 140,000 jobs between



2002 and 2012. **Figure 5** shows the three industry supersectors with the most employment growth and decline during this period (*Note: The employment figures referenced in Figure 5 are seasonally-adjusted data*).

Employment in *educational and health services* has trended upward since 2002, with more than a 20% increase during the time period. *Leisure and hospitality* was negatively impacted by the recession that began in December 2007, but the industry has stabilized and shown some recent employment gains. *Professional and business services* suffered employment declines of more than 10% because of the recent recession. Employment in the sector has continued its trend upward since then.

*Construction* employment in Illinois was fairly stable until the start of the 2007 recession. Employment in the industry has plunged more than 30% since then. Employment in the *information* sector has been on a slow decline since 2002. *Manufacturing* employment has been slowly declining since 2002 as well, and that decline accelerated during the recent recession. However in the last three years, employment has stabilized and is showing a slow, but steady, upward trend.

## Occupational Projections

Employment among occupations in Illinois will likely shift during the next decade. **Table 3** features the highest projected job losses from 2010 to 2020. For each occupation, the expected number of jobs lost and the percentage of change are reflected for the 10-year period as a whole.

**Table 3. Highest Projected Job Losses in Illinois, 2010-2020, by Occupational Classification**

Rank	Occupational Title	10-yr job loss total	10-yr projected change
1	Desktop Publishers	-395	-37%
2	Prepress Technicians & Workers	-812	-34%
3	Print Binding & Finishing Workers	-939	-26%
4	Switchboard Operators	-2,034	-26%
5	Printing Press Operators & Job Printers	-2,520	-22%
6	Power Plant Operators	-345	-20%
7	Reporters & Correspondents	-406	-19%
8	Postal Service Clerks	-497	-19%
9	Postal Services Mail Sorters/Machine Operators	-1,422	-19%
10	Postal Service Mail Carriers	-2,841	-19%
11	Word Processors & Typists	-354	-17%
12	Molders/Shapers/Casters, Ex Metal/Plastic	-226	-16%
13	Paper Goods Machine Setters/Operators	-861	-16%
14	Rail-Track Laying/Maintenance Equipment Operators	-198	-14%
15	Electric & Electronics Installers -Transportation Equipment	-148	-14%
16	Millwrights	-157	-14%
17	Railroad Brake/Signal/Switch Operators	-329	-14%
18	Drilling/Boring Machine Tool Setters/Operators	-215	-13%
19	Farmworkers/Laborers/Crop/Nursery/Greenhouse	-4,251	-13%
20	Farmworkers, Farm & Ranch Animals	-488	-13%

Note: Job categories with less than 1,000 workers have been omitted.

Source: 2010-2020 occupational projections for Illinois, Illinois Department of Employment Security

**Table 3:**

- In Illinois, office support, manufacturing, and farming occupations are expected to experience the largest decline.<sup>7</sup>
- Mail sorters, carriers and clerks; printing workers; and farm workers are expected to be among the biggest job losers between 2010 and 2020.
- As baby boomers age, more healthcare workers will likely be needed.
- As technology replaces manual labor, computer and skilled labor jobs will grow.

7. Illinois Department of Employment Security, 2010-2020 occupational projections for Illinois, <http://www.ides.illinois.gov/page.aspx?item=911>.

**Table 4. Highest Projected Job Growth in Illinois, 2010-2020, by Occupational Classification**

Rank	Occupational Title	10-yr job gain total	10-yr projected change
1	Home Health Aides	14,421	42%
2	Interpreters & Translators	703	37%
3	Personal & Home Care Aides	8,351	33%
4	Skin Care Specialists	608	32%
5	Market Research Analysts & Specialists	4,138	32%
6	Medical Scientists, Except Epidemiologists	636	31%
7	Software Developers, Applications	5,519	31%
8	Computer Hardware Engineers	605	29%
9	Funeral Managers/Directors/Morticians/Undertakers	307	27%
10	Emergency Medical Techs & Paramedics	3,138	27%
11	Special Education Teachers, Middle School	1,369	26%
12	Loan Officers	3,485	26%
13	Credit Analysts	895	26%
14	Landscaping & Groundskeeping Workers	11,062	26%
15	Special Ed. Teachers, Pre/Kindergarten/Elementary	3,117	26%
16	Occupational Therapist Assistants	371	26%
17	Meeting & Convention Planners	999	26%
18	Physical Therapist Assistants	930	26%
19	Diagnostic Medical Sonographers	514	25%
20	Database Administrators	1,161	25%

Note: Job categories with less than 1,000 workers have been omitted.

Source: 2010-2020 occupational projections for Illinois, Illinois Department of Employment Security

**Table 4:**

- Healthcare, business and financial, and computer and mathematical occupations are expected to experience the largest job increases between 2010 and 2020.<sup>8</sup>
- Home health aides, landscaping and groundskeeping workers, and personal and home care aides are expected to add the most jobs to the Illinois economy.
- Occupations expected to experience the most growth are home health aides, followed by interpreters and translators, personal and home care aides, market research analysts and application software developers.

8. Illinois Department of Employment Security, 2010-2020 occupational projections for Illinois, <http://www.ides.illinois.gov/page.aspx?item=911>.



## Wage Trends

Illinois ranked eighth among states in the U.S. for paying the highest wages.

**Table 5. Wages in Illinois and the 13 Counties with the Largest Employment, First Quarter 2012**

Area	Average Weekly Wage, \$	% Change, 1st Qtr. 2011-2012	National Ranking by % Change
U.S.	\$984	5.4%	---
Illinois	\$1,061	5.9%	---
Champaign County	\$795	6.1%	129
Cook County	\$1,195	4.7%	233
DuPage County	\$1,161	6.2%	122
Kane County	\$815	4.2%	265
Lake County	\$1,344	10.3%	8
Madison County	\$775	5.2%	194
McHenry County	\$769	6.2%	122
McLean County	\$949	5.0%	211
Peoria County	\$1,039	10.3%	8
St. Clair County	\$753	6.1%	129
Sangamon County	\$946	3.4%	301
Will County	\$830	5.3%	186
Winnebago County	\$818	6.6%	84

Source: Wages in Illinois and 13 largest counties, U.S. Bureau of Labor Statistics

**Table 5** shows the average weekly wages in Illinois counties that have the largest employment:

- The highest wages in Illinois are in Lake County, followed by Cook and DuPage counties.
- The fastest growing wages in Illinois for the one-year period beginning the first quarter of 2011 were in Lake and Peoria counties (10.3%), both of which had the 8th fastest growing wages in the country during that time span.

Other important facts about Illinois wages are as follows:

- The Illinois minimum wage, remaining the same since July 1, 2010, is \$8.25 an hour, which is higher than the federal minimum wage of \$7.25 per hour.<sup>9</sup>
- From the first quarter of 2011 to the first quarter of 2012, the average weekly wage in Illinois increased by 5.9%, a little higher than the 5.4% change for the nation.
- Illinois' average weekly wage of \$1,061 exceeds the U.S. average weekly wage of \$984.<sup>10</sup>

9. Illinois Department of Labor, <http://www.state.il.us/agency/idol/news/pdfs/mw.pdf>; and U.S. Department of Labor, Minimum Wage, Federal, effective July 24, 2009, <http://www.dol.gov>.

10. U.S. Department of Labor, Bureau of Labor Statistics, "County Employment and Wages in Illinois - First quarter 2012," <http://stats.bls.gov/news.release/pdf/cewqtr.pdf>.

# Section II: An Analysis of Women and Minorities in the Illinois Labor Force

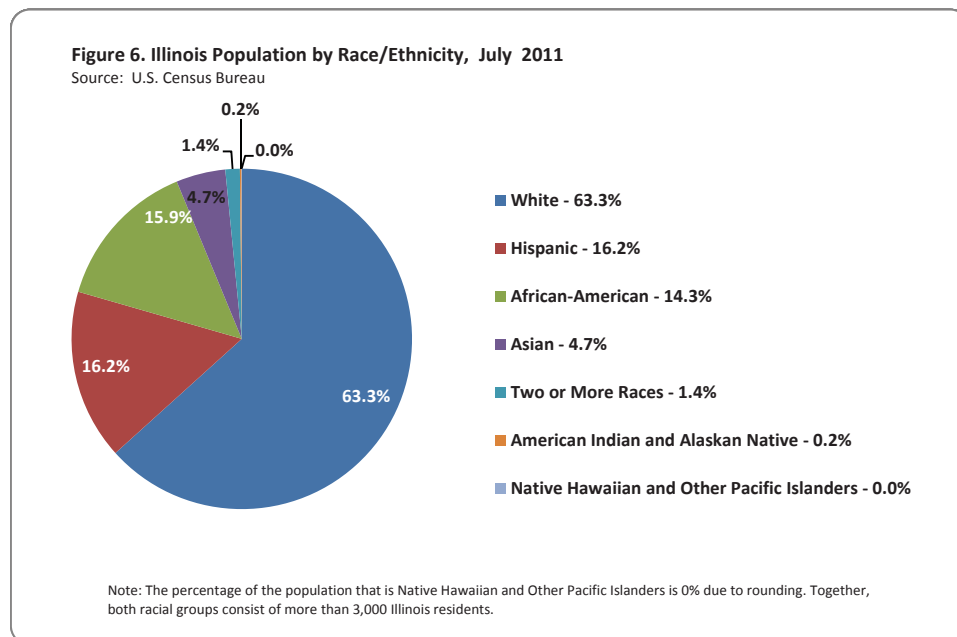
## Population

As mentioned in Section I of this report, the Illinois population grew slightly by 27,300 residents between 2010 and 2011 (the most current year for population data). This section highlights details about the growth of Illinois' women and minority populations.

### Women's population growth

Illinois' female population grew by nearly 12,200 in 2011 and maintained its slight lead as a little more than half (50.9%) of the state's residents. Between 2001 and 2011, the female population grew by 2.9% to 6,555,063. During the same period, the male population grew by 3.2% to 6,314,194.

### Minorities' population growth



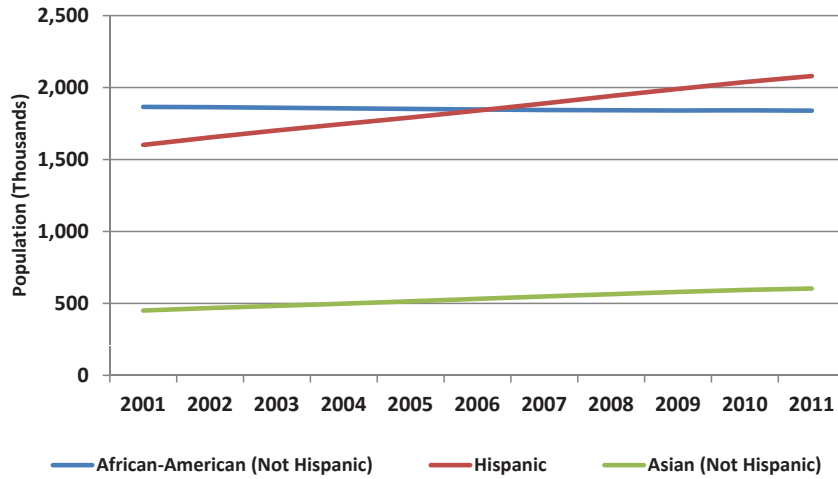
#### *Hispanics, African-Americans and Asians:*

Minorities were responsible for most of the population growth in Illinois in 2011. Minorities are groups of people, classified by race, gender, religion, disability or other distinguishing characteristic, who constitute less than one-half of a region, state or country's population. In July 2011, the Illinois population was 63.3% white (non-Hispanic) and 36.7% minority. Hispanics continue to maintain the lead they captured in 2007 as the largest minority group in Illinois, followed by African-Americans (**Figure 6**).<sup>11</sup>

11. U.S. Census Bureau, Population Division, <http://www.census.gov/popest/>.

**Figure 7. Growth of African-American, Hispanic and Asian Populations in Illinois, 2001-2011**

Source: U.S. Census Bureau



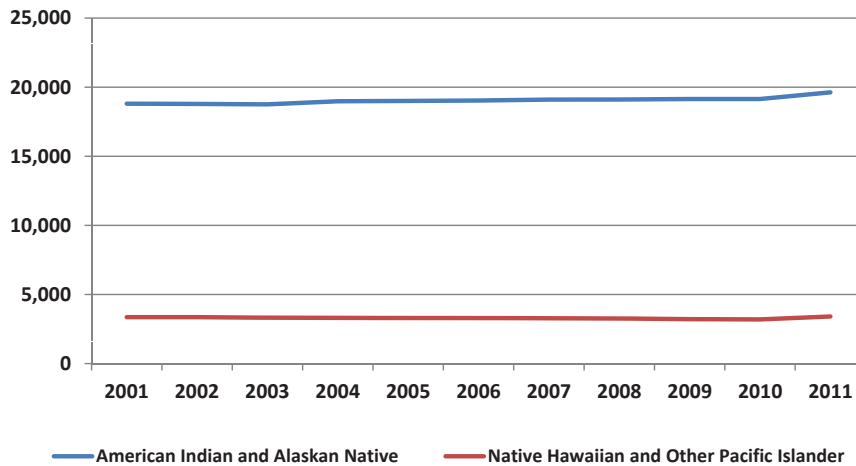
**Figure 7** shows the population change in Illinois' African-American, Hispanic and Asian residents over time:

- From 2001 to 2011, the number of Hispanics in Illinois grew by 478,164 or 29.9%, from 1,601,533 in July 2001 to 2,079,697 in July 2011.<sup>12</sup>
- The African-American population declined by 1.4%, or from 1,865,851 in July 2001, to 1,839,245 in July 2011.
- Asians reported the largest percentage growth since 2001, rising by 33.9%, or from 450,338 in July 2001 to 603,215 in July 2011.

12. U.S. Census Bureau, Population Division, <http://www.census.gov/popest/>.

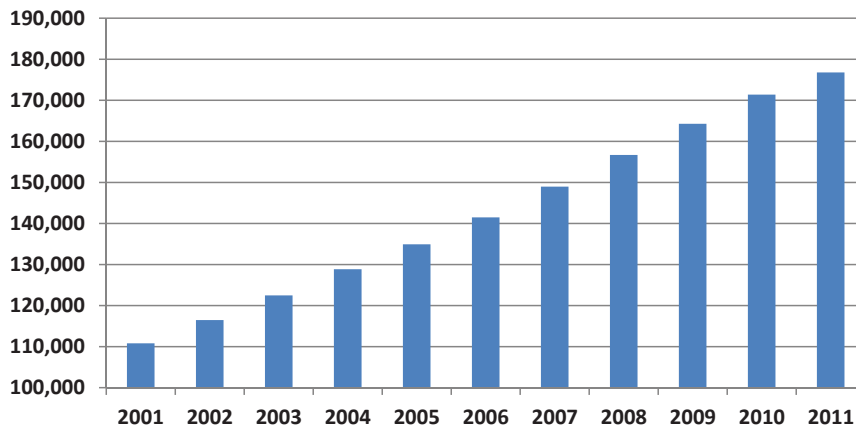
**Figure 8. Growth of American-Indian and Native Hawaiian/Pacific Islander Populations in Illinois, 2001-2011**

Source: U.S. Census Bureau



**Figure 9. Growth of Population Reporting More than One Race/Ethnicity in Illinois, 2001-2011**

Source: U.S. Census Bureau



***American Indians, Native Hawaiians/Pacific Islanders and more than one race:***

**Figures 8-9** show population trends for other minority groups, including American Indians and native Hawaiians/Pacific Islanders:

- From July 2001 to July 2011, the American-Indian population increased by 818 people (4.3%) to reach 19,628 Illinois residents.<sup>13</sup>
- The Native Hawaiian and Other Pacific Islander population was almost unchanged, growing slightly by 48 people (1.4%) to reach 3,409 in July 2011.
- The number of people who identify themselves as being of two or more races grew from 110,800 people in 2001 to 176,786 in July 2011, an increase of 59.6% or 65,986 people.

13. U.S. Census Bureau, Population Division, <http://www.census.gov/popest/>.

## *Immigrants:*

The minority population in Illinois is composed of a large number of immigrants. In 2011 (the most current year for population data), 14.0% of the state's population, or almost 1.8 million people, were born outside of the United States.<sup>14</sup> This share has grown from 12.6% in 2000.

**Table 6. Origin of Foreign-Born Immigrants in Illinois, 2011**

	Number	% of IL Total Pop.	% of IL Foreign Born
Foreign-born population, excluding population born at sea	1,798,815	14.0%	
Latin America	856,610	6.7%	47.6%
Asia	493,619	3.8%	27.4%
Europe	373,769	2.9%	20.8%
Other	74,817	0.6%	4.2%
Total Illinois population, 2010	12,869,259		

Source: American FactFinder, U.S. Census Bureau

**Table 6** shows more data on foreign-born immigrants in Illinois:

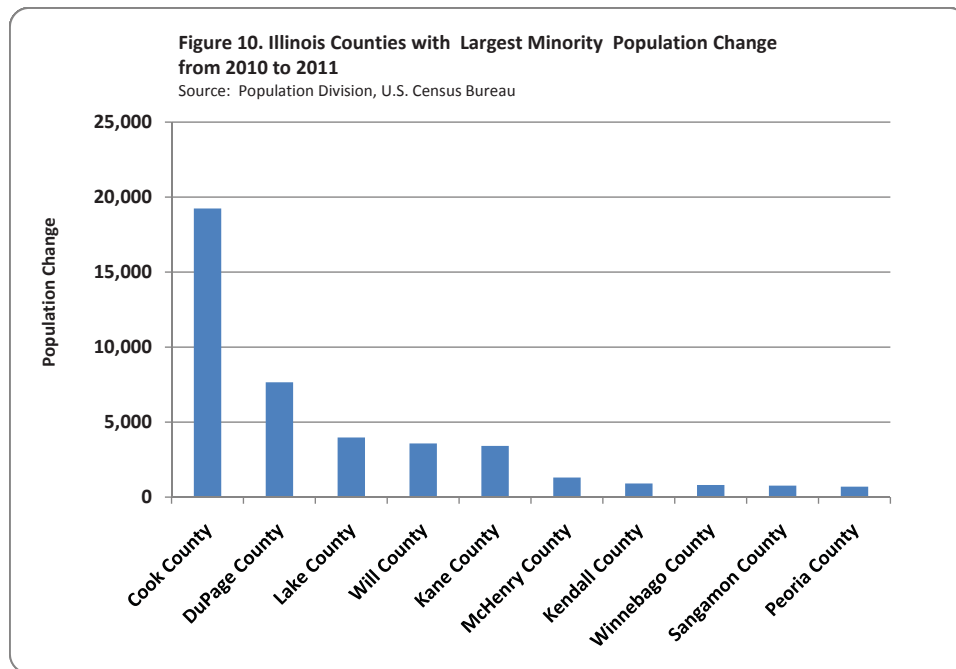
- In 2011, nearly half (47.6%) of the foreign-born population in Illinois was born in Latin America.
- A little more than a quarter (27.4%) of the Illinois foreign-born population was born in Asia, and a little less than one quarter (20.8%) was born in Europe.
- The rest of the world accounted for 4.2% of the foreign-born population in Illinois.

**Note:** The year 2011 is the most current year available for population data.

14. U.S. Census Bureau, American Fact Finder, 2011 American Community Survey 1-year (S0501, S0503, S0505, S0506), <http://factfinder2.census.gov>.

## Minority population growth by county

All of the 2011 population growth in Illinois is due to the growth of the minority population, especially Hispanics, in Cook County and the collar counties of the Chicago metropolitan area.



**Figure 10** shows the Illinois counties with the largest change in minority population from 2010 to 2011:

- Among all Illinois counties, Cook County's minority population grew the most, increasing by 19,241 residents from 2010 to 2011. Cook County is the state's most populated county, with 5.20 million residents.
- DuPage County's minority population rose by 7,653, bringing the county's total population to 923,222.
- Kane County's minority population grew by 3,412 people, bringing the county's total population to 520,271.
- Lake County's minority population rose by 3,972 people, bringing the county's total population to 706,222.
- Will County's minority population grew by 3,576 people, bringing the county's total population to 681,545 residents.
- McHenry saw its minority population increase by 1,304, while Kendall, Winnebago, Sangamon and Peoria each saw their minority population rise by less than 1,000 people.

**Note:** The year 2011 is the most current year available for population data.

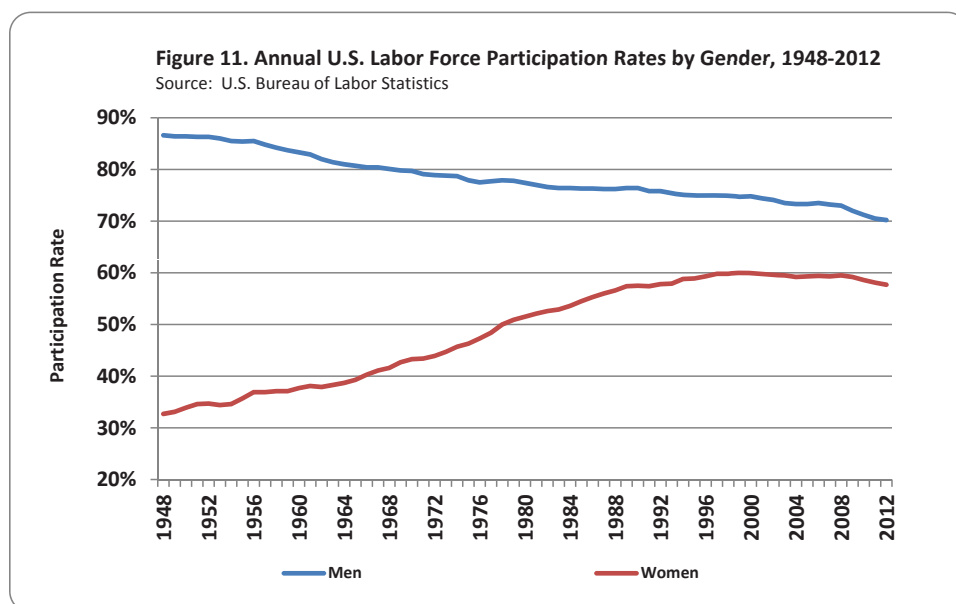
# Labor Force Participation

The Illinois labor force grew to 6.59 million civilians in 2012, although the percentage of non-institutionalized civilians in the labor force has declined compared to the November 2007 pre-recessionary rate.

## By Gender

As a result of the slow economic recovery, both men and women saw their labor force participation rates decline in 2012. The historical decline in the male participation rate is due, in part, to the structural loss of jobs in male-dominated industries, such as manufacturing. Following are more facts about the labor force participation rate for men and women:

**Figure 11:**



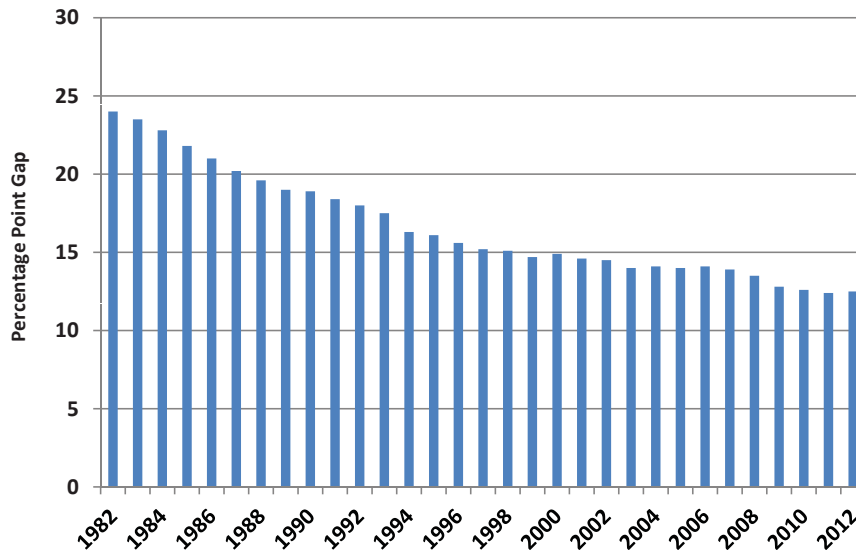
- The U.S. labor force participation rate for women was 57.7% in 2012, compared to 58.1% in 2011.<sup>15</sup>
- The men's labor force participation rate was 70.2% in 2012, compared to 70.5% in 2011.
- The gap between men and women who participate in the U.S. labor force has steadily narrowed since national labor force participation data by gender began to be collected in the late 1940s.<sup>16</sup>
- Labor force participation typically declines during recessions. The participation rates for men and women in 2009-2012 reflect this behavior.

15. U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, <http://www.bls.gov/cps/#data>.

16. Ibid.

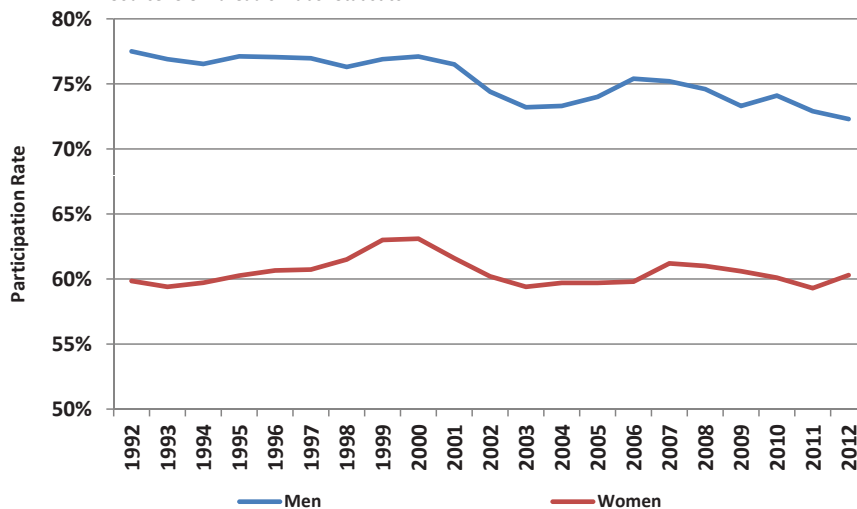
**Figure 12. U.S. Male-Female Labor Force Participation Rate Gap, 1982-2012**

Source: U.S. Bureau of Labor Statistics



**Figure 13. Illinois Labor Force Participation Rate by Gender, 1992-2012**

Source: U.S. Bureau of Labor Statistics



### Figures 12-13:

- The U.S. male-female labor force participation percentage gap has dropped as more women have entered the workforce. The national gender gap in 2012 was 12.5%.<sup>17</sup> The 2012 Illinois women's labor force participation rate of 60.3% was lower than the men's rate of 72.3% and slightly higher than the U.S. women's rate of 57.7%.<sup>18</sup> The statewide gender gap decreased to 12.0% in 2012 from 13.6% in 2011.

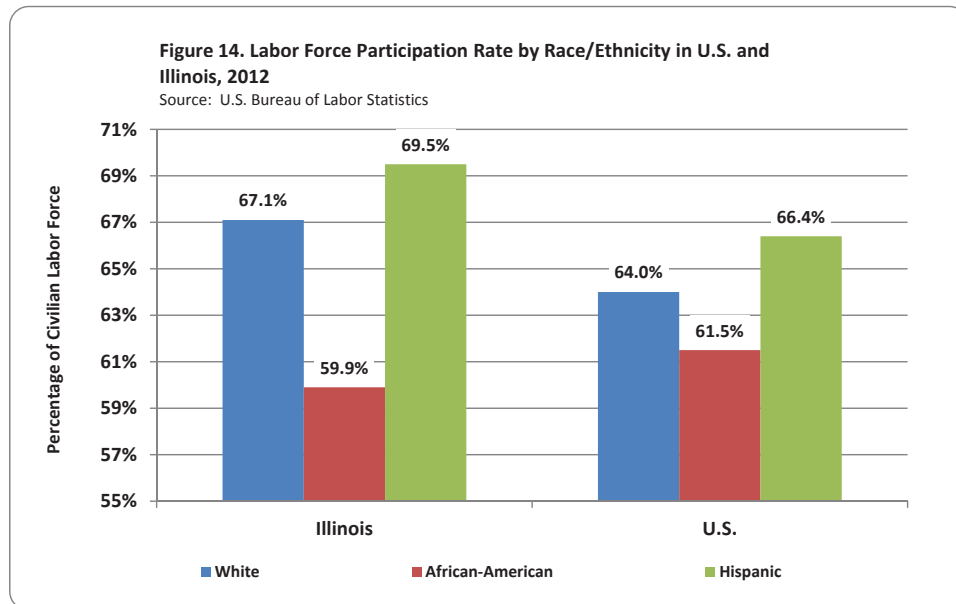
17. U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, <http://www.bls.gov/cps/tables.htm>.

18. U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey, "Annual Illinois Unemployment Rates, Labor Force Participation Rates by Gender and Racial Group."



## By Race

The next few charts examine labor force participation in Illinois by racial and ethnic group.



**Figure 14:**

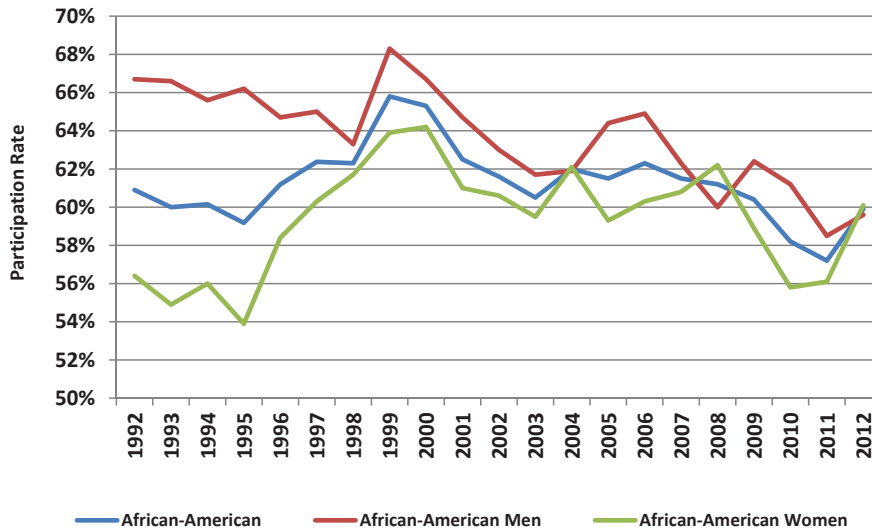
- In 2012, the labor force participation rate increased for African-Americans in both Illinois and the U.S. Labor force participation increased for Hispanics in Illinois but declined nationally. Whites saw their labor force participation decline in both Illinois and the U.S.
- The rate of labor force participation, on both a national and statewide level, ranks from highest to lowest as follows: Hispanics, whites, and then African-Americans.<sup>19</sup>
- In 2012, Hispanics had the highest labor force participation rate in both Illinois (69.5%) and the U.S. (66.4%).<sup>20</sup>
- African-Americans had the lowest labor force participation rates of all races in both Illinois (59.9%) and the U.S (61.5%).

19. U.S. Department of Labor, Bureau of Labor Statistics, <http://www.bls.gov/cps/#data>.

20. U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey, "Annual Illinois Unemployment Rates, Labor Force Participation Rates by Gender and Racial Group."

**Figure 15. African American Labor Force Participation Rates by Gender in Illinois, 1992-2012**

Source: U.S. Bureau of Labor Statistics



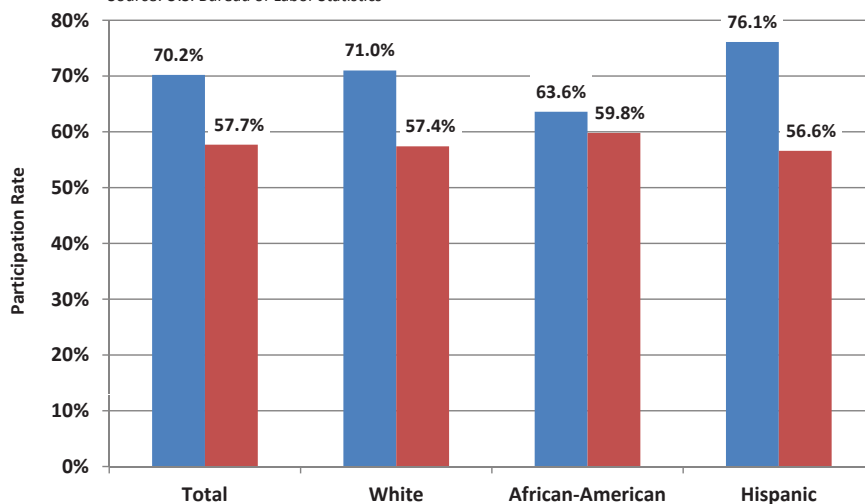
**Figure 15:**

- For most of the last two decades in Illinois, the labor force participation rate for African-American men was higher than the rate for African-American women. The exceptions were in 2004, when labor force participation rates converged, and in 2008 and 2012 when the labor force participation rate for African-American men dropped below that for African-American women and was among the lowest on record.
- In 2012, the labor force participation rate was 60.1% for African-American women and 59.6% for African-American men. This is the second lowest labor force participation rate for African-American men on record. The year 2011 was the lowest.
- The labor force participation rate increased from the previous year for both African-American men and women.

## Analysis of genders by race:

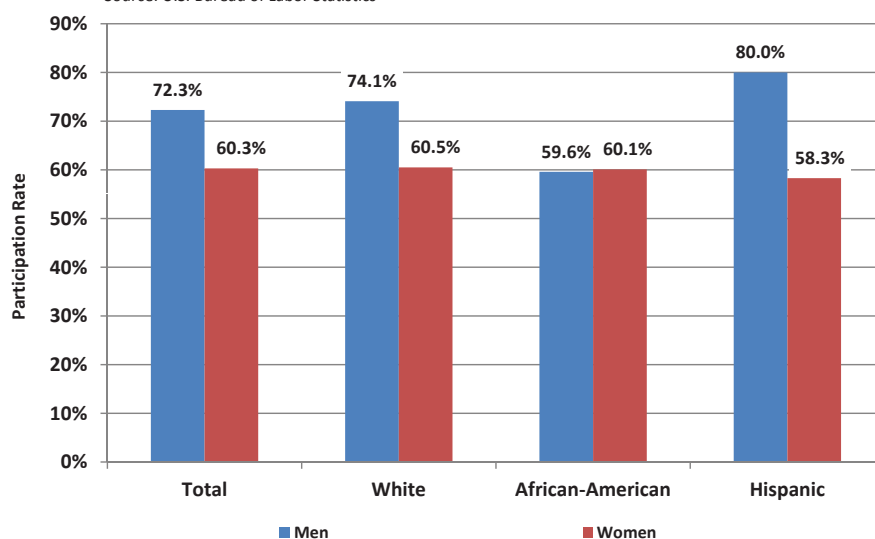
**Figure 16. U.S. Labor Force Participation Rate by Race/Ethnicity and Gender, 2012**

Source: U.S. Bureau of Labor Statistics



**Figure 17. Illinois Labor Force Participation Rate by Race/Ethnicity and Gender, 2012**

Source: U.S. Bureau of Labor Statistics



Figures 16-17:

- Among women in the U.S., African-Americans had the highest labor force participation rate (59.8%), while Hispanic women had the lowest (56.6%).<sup>21</sup>
- In Illinois, white women had the highest labor force participation rate (60.5%), compared to African-American women (60.1%) and Hispanic women (58.3%).<sup>22</sup>
- Hispanic men (80.0%) had the highest labor force participation rate in Illinois, compared to white men (74.1%) and African-American men (59.6%).
- Unlike their white and Hispanic counterparts, African-American women surpassed same-race males on labor force participation in Illinois.

21. U.S. Department of Labor, Bureau of Labor Statistics, <http://www.bls.gov/cps/#data>.

22. U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey, "Annual Illinois Unemployment Rates, Labor Force Participation Rates by Gender and Racial Group."

# Unemployment

Although both the U.S. and Illinois unemployment rates in 2012 dropped to 8.1% and 8.9% respectively, both rates remain above their November 2007 pre-recessionary levels (*See Figure 2 in Section I*).

## By Gender

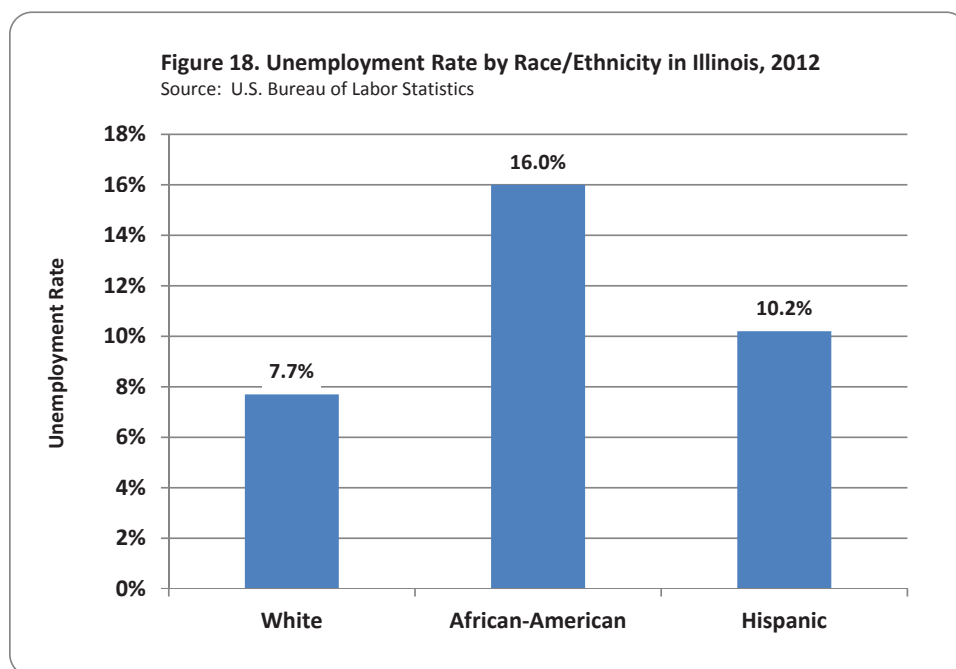
Nationally, the unemployment rate decreased for both genders in 2012. In Illinois, the unemployment rate for men (9.0%) and women (8.4%) also declined between 2011 and 2012. In both the U.S. and Illinois, men continued experiencing higher unemployment rates than women. The unemployment rate for men was 8.2% nationwide in 2012, compared to 7.9% for women.<sup>23</sup>

Following are unemployment facts comparing genders of the same racial or ethnic group:

- In 2012, white women had a lower unemployment rate than white men (8.4% vs. 9.0%) in Illinois. The same is true of African-American women, when compared to African-American men (14.4% vs. 18.1%).
- In 2012, the unemployment rate for Hispanic women was 10.5%, and for Hispanic men, it was 9.9%.

## By Race

Nationally and in Illinois, the unemployment rate decreased for all racial groups. The Illinois unemployment rate was 16.0% for African-Americans, 10.2% for Hispanics and 7.7% for whites (*See Figure 18*). In both Illinois and the U.S., African-Americans historically have the highest unemployment rates of all major racial and ethnic groups.

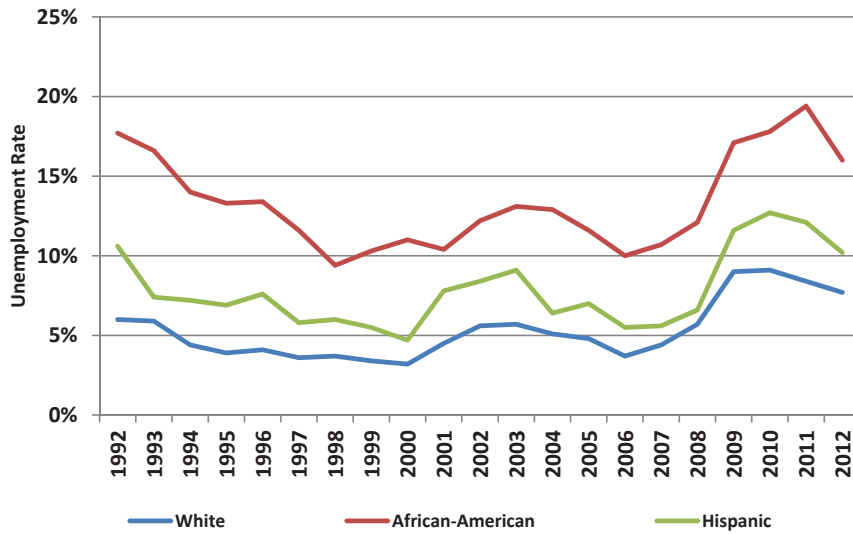


**Note:** Unemployment data for Asians in Illinois was not available during the production of this report.

23. U.S. Bureau of Labor Statistics, Current Population Survey.

**Figure 19. Unemployment Rate by Race/Ethnicity in Illinois, 1992-2012**

Source: U.S. Bureau of Labor Statistics



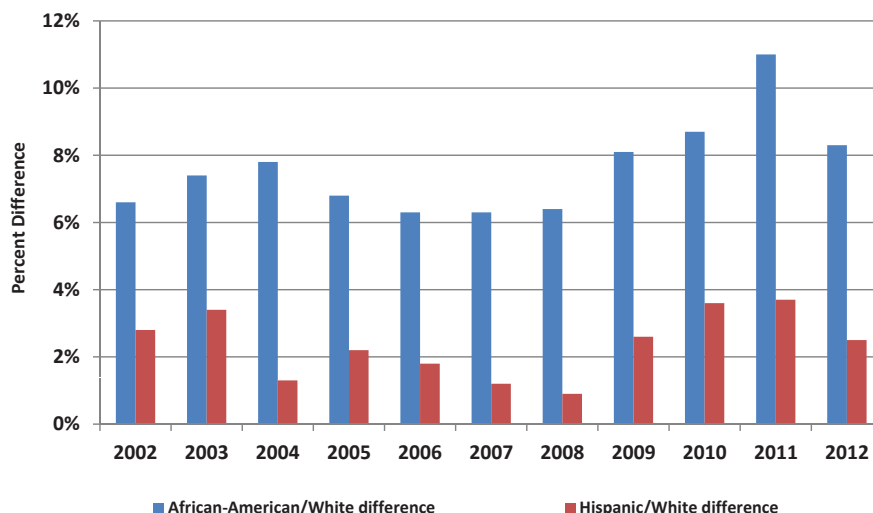
**Figure 19** highlights more unemployment trends for racial groups in Illinois:

- Historically, African-Americans have had unemployment rates that are at least double that of the rate for whites.<sup>24</sup>
- The unemployment rate for Hispanics has exceeded the unemployment rate for whites by at least one percentage point since data by race and ethnicity began to be reported in 1981, although the differences have been smaller than what has been reported between whites and African-Americans.
- Hispanics have had lower unemployment rates than African-Americans since unemployment rates for both races began to be reported in 1981.

24. U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey, "Annual Illinois Unemployment Rates by Gender and Racial Group."

**Figure 20. Illinois Unemployment Gap by Race/Ethnicity, 2002-2012**

Source: U.S. Bureau of Labor Statistics



The “unemployment gap” is the difference in unemployment rates between two groups of people. The chart above shows the unemployment gap between African-Americans and whites, and Hispanics and whites.

**Figure 20:**

- The unemployment gap between African-Americans and whites was 8.3 percentage points in 2012.<sup>25</sup>
- The unemployment gap between Hispanics and whites in 2012 is 2.5 percentage points.
- Since 1981, when state unemployment rates by race and ethnicity began to be reported, the gap between white and Hispanic unemployment has ranged from 0.9 percentage points in 2008 to 9.3 points in 1982. For African-Americans, it has ranged from 5.7 points in 1998 to 17.8 points in 1985.

***Analysis of women by race:***

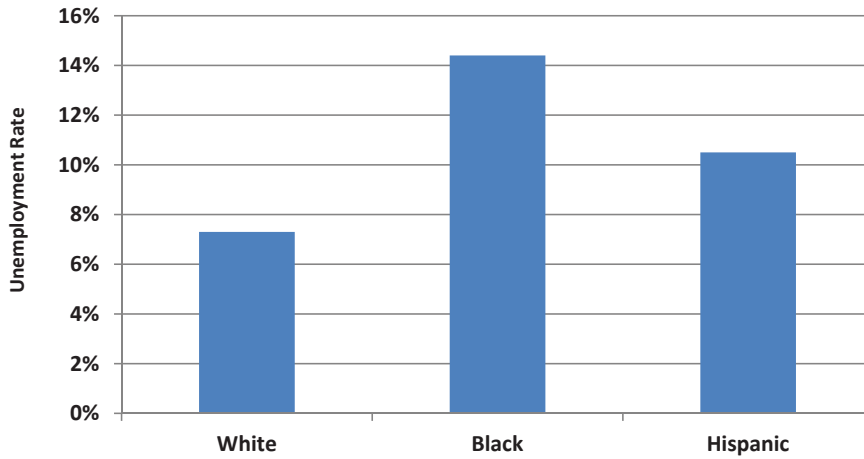
Also noteworthy are the unemployment rate trends for Illinois women by race. In 2012, the unemployment rates for all women of all racial groups were down from the previous year.<sup>26</sup> The unemployment rate for African-American women fell -2.0 percentage points. Hispanic women saw their unemployment rate decreased by -0.9 percentage point, while the unemployment rate for white women dropped just -0.1 point.

25. U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey, “Annual Illinois Unemployment Rates by Gender and Racial Group.”

26. U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey.

**Figure 21. Unemployment Rate for Women by Race/Ethnicity in Illinois, 2012**

Source: U.S. Bureau of Labor Statistics



**Figure 21:**

- Among women, African-American women continued to have the highest unemployment rate in 2012. The unemployment rate for African-American women was 14.4%, compared to 10.5% for Hispanic women and 7.3% for white women.
- The 2012 unemployment rate for African-American women was lower than in 2011 but well above the pre-recession, 2007 unemployment rate.

**Table 7. Illinois Unemployment Rate by Race and Gender, Age 16 and Older, 2012**

Year	White Men	White Women	Hispanic Men	Hispanic Women	African-American Men	African-American Women
2012	8.2	7.3	9.9	10.5	18.1	14.4
2009	9.9	7.9	10.8	12.9	20.2	14.6
2006	3.8	3.5	5.0	6.5	10.7	9.3
2004	5.1	5.2	4.9	9.1	14.4	11.8
2002	5.8	5.3	8.5	8.2	13.0	11.6

Source: U.S. Bureau of Labor Statistics

### *Analysis of men by race:*

Following are comparisons of 2012 unemployment rates for Illinois men by race:

### **Table 7:**

- In 2012, the annual average unemployment rate in Illinois was 18.1% for African-American men, 9.9% for Hispanic men and 8.2% for white men.<sup>27</sup>
- The 18.1% unemployment rate for Illinois African-American men was their lowest unemployment rate since 2008, following five straight years of increases.
- African-American men in Illinois have reported the highest unemployment rates among all racial groups and both genders since data on gender and race began to be reported in 1981, with the exception of two years, 1984 and 1998.
- White women have had the lowest unemployment rates among all racial groups and both genders since 1981, except for six years (1981, 1984, 1990, 1996, 1999 and 2004).

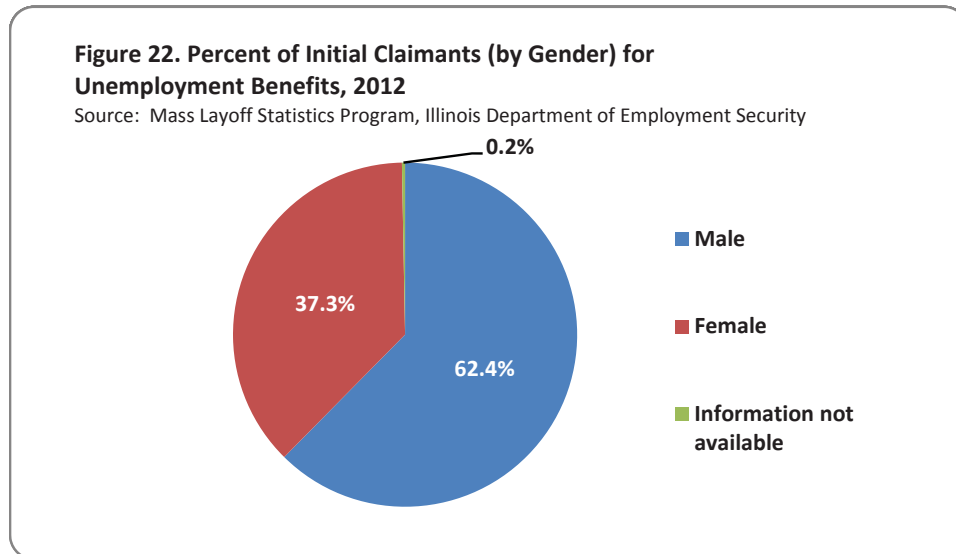
27. U.S. Department of Labor, Bureau of Labor Statistics. Local Area Unemployment Statistics, Current Population Survey, "Annual Illinois Unemployment Rates by Gender and Racial Group."



## Extended Mass Layoffs

In Illinois, 72,992 workers were separated from their jobs in 2012 in extended mass layoff events. (*See Figure 3, page 10*). This was the lowest number of extended mass layoff worker separations since 1997. Of the 72,992 workers, most were male and white.

### By Gender



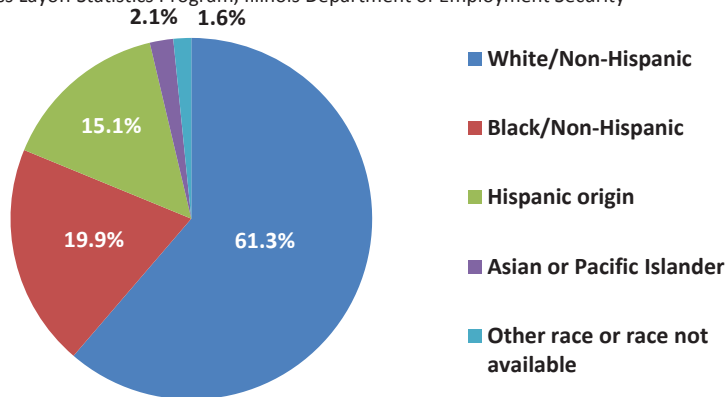
**Figure 22:**

- Women comprised 37.3% of all workers who were separated in extended mass layoff events in 2012 and who filed initial claims for unemployment benefits. This percentage was slightly higher than their 2011 percentage of 36.9%.

## By Race

**Figure 23. Percent of Initial Claimants (by Race/Ethnicity) for Unemployment Benefits, 2012**

Source: Mass Layoff Statistics Program, Illinois Department of Employment Security



**Figure 23:**

- Racial minorities made up nearly four out of 10 (38.7%) workers who were separated in extended mass layoff events and who filed initial claims for unemployment benefits, up only slightly from 2011(37.8%). The largest percentage of initial claimants was whites (61.3%), followed by blacks (19.9%) and Hispanics (15.1%). The 2012 initial claimant percentages by race/ethnic groups were about the same as in 2012, although blacks were the only group that saw a higher percentage, with an increase of 1.7% from 18.2%.

# Employment

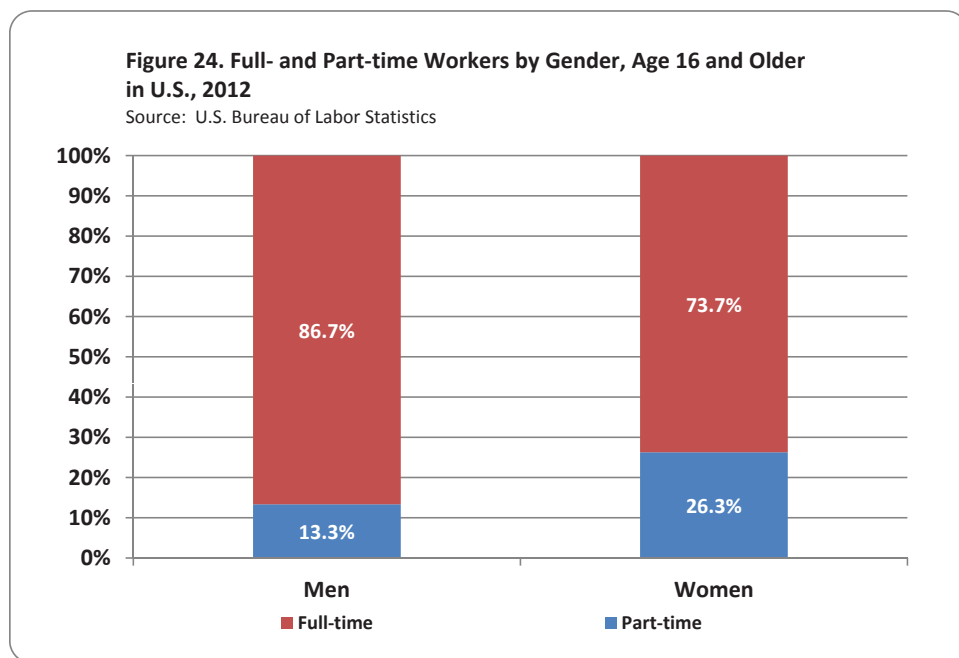
In 2012, the number of employed Illinois residents increased sharply by 65,200 to about 6.0 million people but remained below November 2007 pre-recessionary levels (*See Figure 4, page 11*).

In Illinois, the 2012 employment-to-population ratio, which is the percentage of working-aged women and men (ages 16 and older) employed, was 55.3% for women, up from 54.1% in 2011. The male employment-to-population ratio in 2012 was 65.8%, up from 65.3% in 2011. Employment-to-population ratios in Illinois also increased among all racial groups in 2012. Hispanics reported the highest employment-to-population ratio in 2012 (62.4%), followed by whites (61.9%) and African-Americans (50.3%). Employment-to-population ratios for Asians in Illinois were not available during the production of this report.

## Part-Time vs. Full-Time Work:

A shift in the labor market has led to an overall decrease in the average number of working hours for employees of both genders. More than 27.6 million U.S. residents worked part time in 2012, or 349,000 higher than in 2011.<sup>28</sup> Part-time employment is defined as working less than 35 hours per week. The number of full-time workers in the U.S. in 2012 was 114.8 million, compared to 112.5 million in 2011.

## By Gender



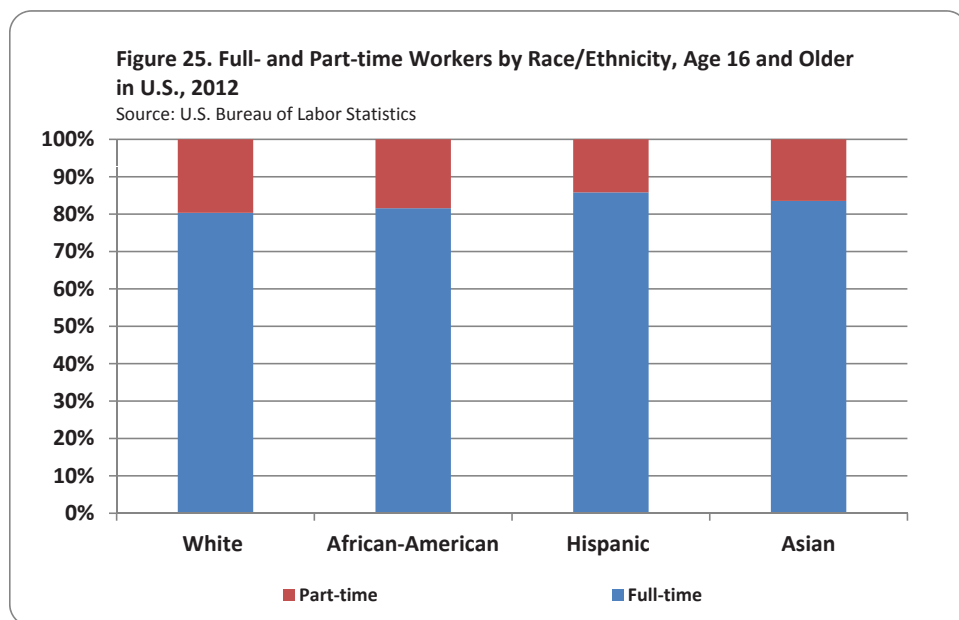
**Figure 24:**

- Of the 66.9 million employed women in the U.S., 26.3% worked part time in 2012, down slightly from 26.5% in 2011. The percentage of men employed part time in 2012 was 13.3%, also slightly below the 2011 percentage.<sup>29</sup> Nationally, there were 7.5 million more women working part-time in 2012 than men.

28. U.S. Department of Labor, Bureau of Labor Statistics, <http://www.bls.gov/cps/#data>.

29. U.S. Department of Labor, Bureau of Labor Statistics.

## By Race



**Figure 25:**

The percentage of workers employed part time nationwide in 2012 increased for Asians and African-Americans but declined for whites and Hispanics.

- Hispanics and Asians had the lowest percentage of part-time workers in the U.S. in 2012, at 14.2% and 16.5%, respectively.<sup>30</sup> At 19.6%, whites had the highest percentage of part-time workers.
- The percentage of full-time workers in 2012 increased for whites and Hispanics, but decreased for African-Americans and Asians.
- Hispanics had the highest percentage of full-time workers, followed by Asians.

*Note: Data on part-time employment for minorities in Illinois is not published.*

## Job Patterns:

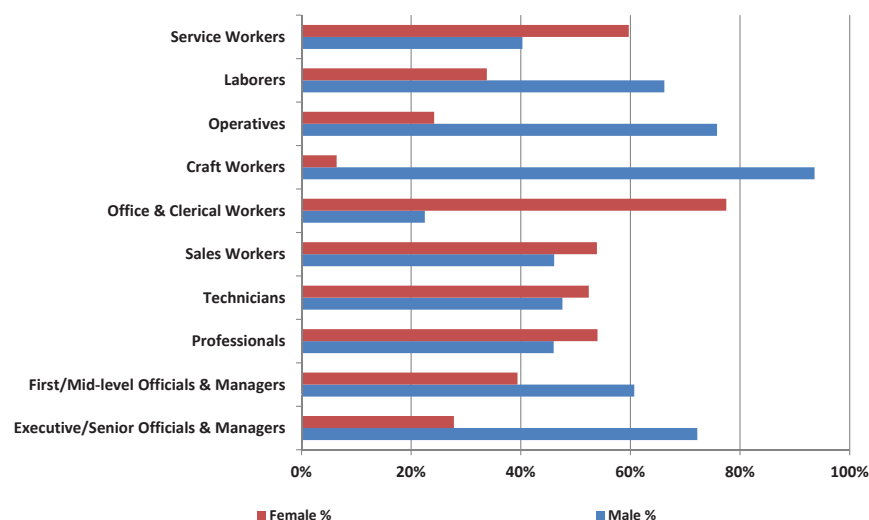
### By Gender

In Illinois and nationwide, women make up a larger share of the workforce in service and clerical jobs that tend to have lower pay. Men, in contrast, have a higher proportion of employment in occupational categories, such as craft workers and managers, which tend to have higher wages. Men also dominate employment in the categories of operatives and laborers, where the number of jobs is shrinking and wages have been in decline. Figures 26 and 27 show the percentage of men and women employed in various private sector job classifications in Illinois and the nation in 2011, the latest time period available.

30. U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, <http://www.bls.gov/cps/#data>.

**Figure 26. Job Patterns of Women and Men in Illinois , 2011**

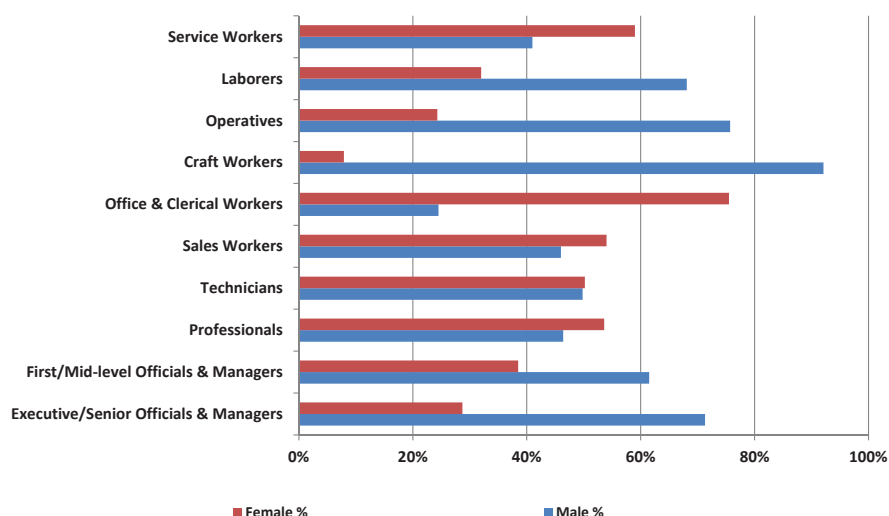
Source: (2011 EEO-1 Illinois Aggregate Report), Equal Employment Opportunity Commission (EEOC)



Note: The Officials and Managers category has been split into two categories

**Figure 27. Job Patterns of Men and Women in the U.S., 2011**

Source: (2011 EEO-1 National Aggregate Report), Equal Employment Opportunity Commission (EEOC)



Note: The Officials and Managers category has been split into two categories

## Figures 26-27:

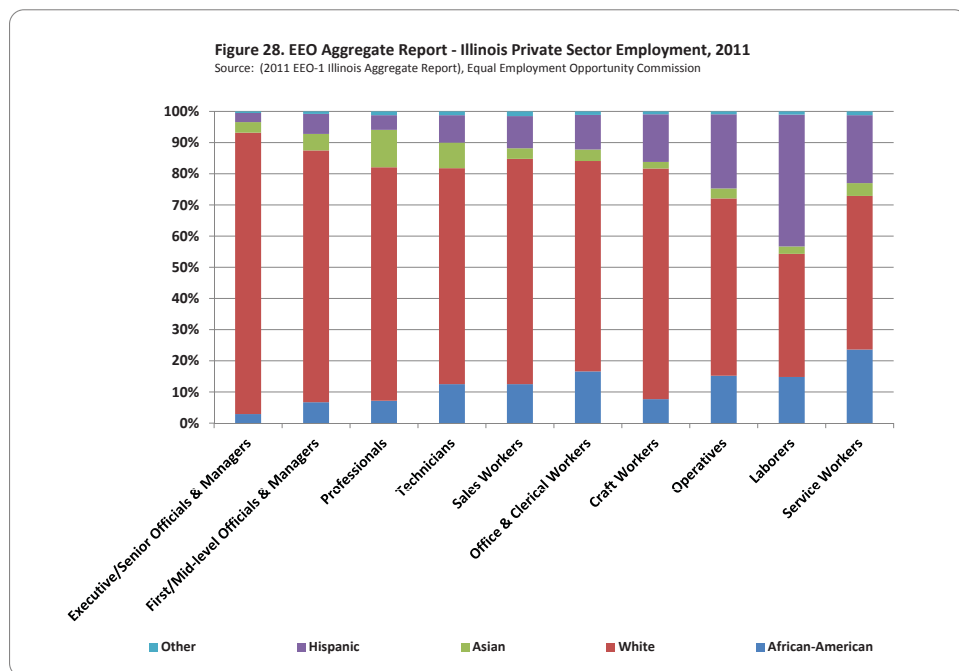
- Job patterns in Illinois are similar to national job patterns. Women are employed in the highest proportions in office and clerical jobs and as service workers in both the U.S. and Illinois.
- In 2011 (the latest data available), women held 77.5% of office and clerical jobs in the state and 59.7% of service jobs.<sup>31</sup> The corresponding national numbers were 75.5% and 59.0% respectively.<sup>32</sup>
- In 2011, only 6.4% of craft jobs in Illinois were held by women. Women were employed in 7.9% of craft jobs at the national level.
- In both the U.S. and Illinois, women held more than half of the professional and sales jobs.
- Women comprised about 50% of technician jobs in both Illinois and the nation.

31. U.S. Equal Employment Opportunity Commission, "2011 EEO-1 Aggregate Report for Illinois," [www.eeoc.gov](http://www.eeoc.gov).

32. U.S. Equal Employment Opportunity Commission, "2011 EEO-1 National Aggregate Report," [www.eeoc.gov](http://www.eeoc.gov).

## By Race

Many minority workers also are employed in occupational categories that tend to pay lower wages. Figure 28 shows that Hispanics and African-Americans both have high levels of employment in the occupational categories of operatives, laborers, and service workers during 2011 (the latest data available).<sup>33</sup> However, Asians have their highest concentration of employment in the categories of professionals and technicians, which tend to have higher pay.



**Figure 28:**

- In 2011 (the latest time period for private sector staffing data), African-Americans in Illinois had a high proportion of employment as service workers (23.6%), office and clerical workers (16.6%), laborers (14.8%) and operatives (15.2%).
- Hispanics had their highest rates of employment in Illinois as laborers (42.3%), operatives (23.8%), service workers (21.8%) and craft workers (15.3%).
- Whites had their highest rates of employment in management, professional and craft jobs. Whites filled 90.3% of executive/senior officials and managers positions, 80.8% of first/mid-level officials and managers jobs, 74.9% of professional jobs and 74.0% of craft jobs. They also filled 72.3% of sales jobs.
- Asians in Illinois were mostly concentrated in professional, technical and management jobs. Asians filled 12.0% of professional jobs, 8.2% of technical jobs and 5.3% of first/mid-level officials and managers jobs.

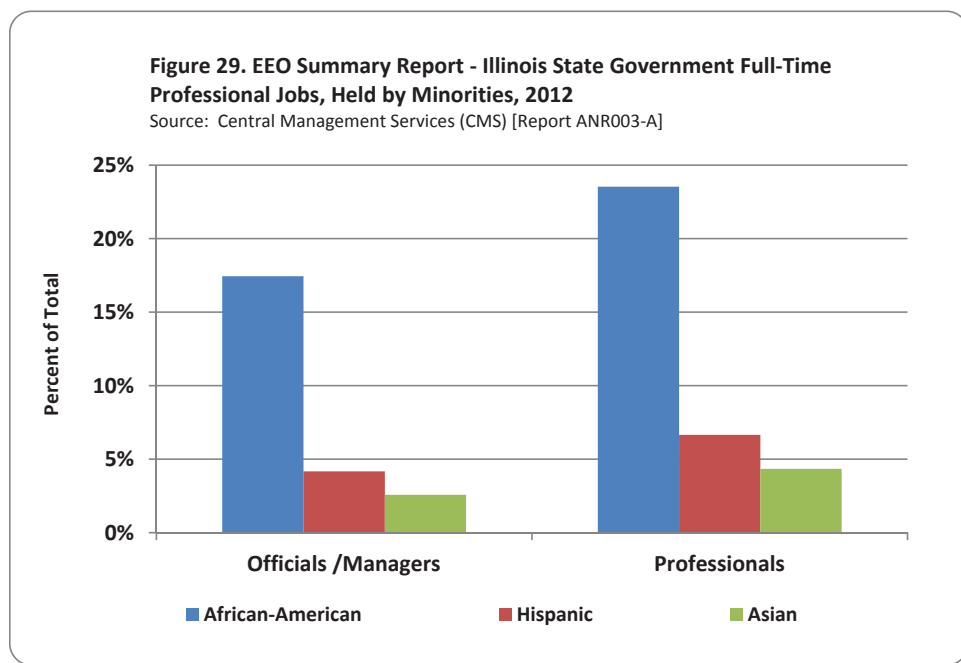
In the government sector, African-Americans in the U.S. make up a disproportionate share of workers, and consequently, have been more vulnerable to drastic layoffs in government during the past two years, according to a recent U.S. Department of Labor report.<sup>34</sup> The department reported that nearly 20% of African-Americans worked in state, local or federal government, compared to 14.2% of whites and 10.4% of Hispanics.<sup>35</sup>

33. U.S. Equal Employment Opportunity Commission, "2011 EEO-1 Aggregate Report for Illinois," [www.eeoc.gov](http://www.eeoc.gov).

34. U.S. Department of Labor, "The African- American Labor Force in the Recovery," Feb. 29, 2012.

35. Ibid.

In the Illinois public sector, African-Americans lead other minority groups in professional and management jobs. Hispanic representation in these positions is low. Figure 29 highlights management employment trends in state government for racial groups.



**Figure 29:**

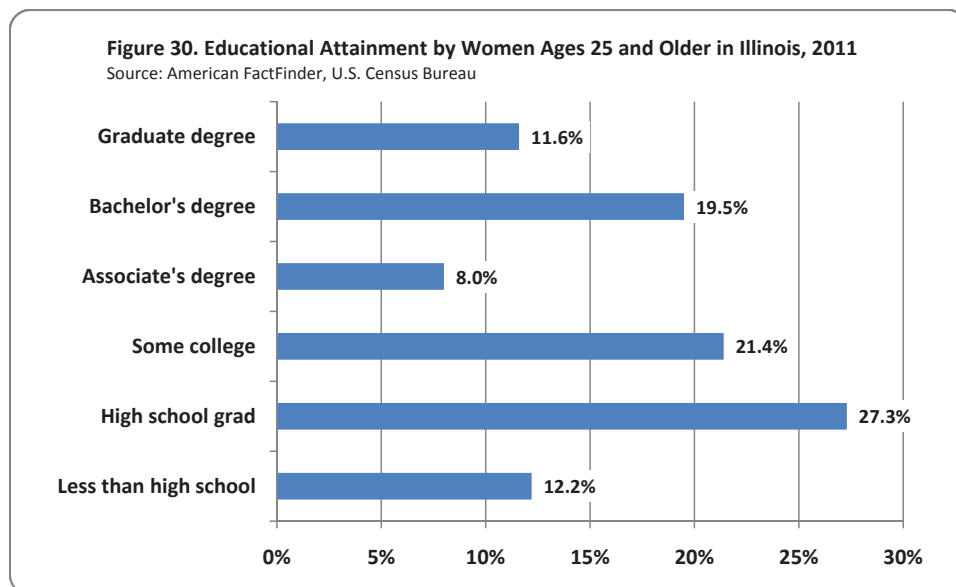
- In 2012, African-Americans had the highest proportions of employment among minority groups in management and professional positions for Illinois state government.
- African-Americans held 17.4% of management jobs and 23.5% of professional jobs.
- Hispanics were employed in 4.2% of management jobs and 6.7% of professional jobs, while Asians had 2.6% of management positions and 4.3% of professional jobs.

# Education

Education remains a critical factor in finding and keeping a good job. According to the U.S. Bureau of Labor Statistics, 62.3% of the nation's workforce is projected to have attained at least some college education by the year 2020.<sup>36</sup> However, the BLS also estimates that, under a high growth scenario, the gap between the number of jobs requiring college degrees and the number of workers possessing them will amount to 1.5 million by 2020.

In general, Illinois residents are fairly-well educated, with college graduation rates above the national average, according to 2011 American Community Survey data (the most current data available). Illinois women and men ages 25 and older have attained a relatively equal level of education. Asians and whites lead in attaining the highest rates of post-secondary education and therefore might have a better chance of securing the fastest growing jobs.

## Gender Trends



On a national level, the proportion of women ages 25 to 64 who are in the labor force and who have a college degree has roughly tripled from 1970 to 2010. In 1970, only 11% of women ages 25 to 64 in the U.S. labor force held college degrees, compared to 36% in 2010.<sup>37</sup> In addition, younger women in the U.S. are now more likely than younger men to have a college or graduate degree.<sup>38</sup> In Illinois, more than half of Illinois women ages 25 and older have acquired at least some college education, while only 12.2% of women have less than a high school education (*See Figure 30*).

36. Anthony Camevale, Nicole Smith and Jeff Strohl, "Help Wanted: Projections of job and education requirements through 2018," U.S. Bureau of Labor Statistics, 2010.

37. "Women in the Labor Force: A Databook," U.S. Bureau of Labor Statistics, December 2011.

38. U.S. Department of Commerce Economics and Statistics Administration, Executive Office of the President, Office of Management and Budget, Women in America: Indicators of Social and Economic Well-Being, March 2011.



**Table 8. Educational Attainment of Illinois Civilians  
by Gender, Age 25 and Older, 2011**

	Male	Female
Less than 9th grade	5.8%	5.5%
9th to 12th grade, no diploma	7.6%	6.7%
High school graduate	27.9%	27.3%
Some college, no degree	21.1%	21.4%
Associate's degree	6.6%	8.0%
Bachelor's degree	19.1%	19.5%
Graduate degree	11.9%	11.6%

Source: American FactFinder, U.S. Census Bureau

**Table 8** shows data on the similar levels of educational attainment for men and women in Illinois:

- Illinois men have a narrow lead over women (11.9% vs. 11.6%) when comparing graduate degree attainment between the genders.
- The percentage of women and men in Illinois attaining bachelor's degrees as their highest educational attainment was nearly the same in 2011 (19.1% for males and 19.5% for females).
- A greater percentage of Illinois women (60.5%) than men (58.7%) who were at least 25 years old had attended at least some college.
- A slightly higher percentage of males (27.9%) than females (27.3%) had attained only a high school diploma as their highest level of education.

## Racial trends

Of the Illinois population age 25 and older, the racial group attaining the greatest percentages of bachelor's degrees is Asians while the group with the highest percentage of high school diplomas is whites. Hispanics have the lowest percentage of college degrees and high school diplomas of all racial groups.

**Table 9. Educational Attainment of Illinois Population Age 25 and Older by Race, 2011**

Education Level	Whites	African-Americans	Hispanics	Asians
High school graduate (includes equivalency) or higher	89.9%	83.3%	61.6%	88.9%
Some college or associates degree (or higher)	61.6%	54.1%	32.3%	76.6%
Bachelor's degree or higher	32.8%	18.8%	12.0%	60.6%

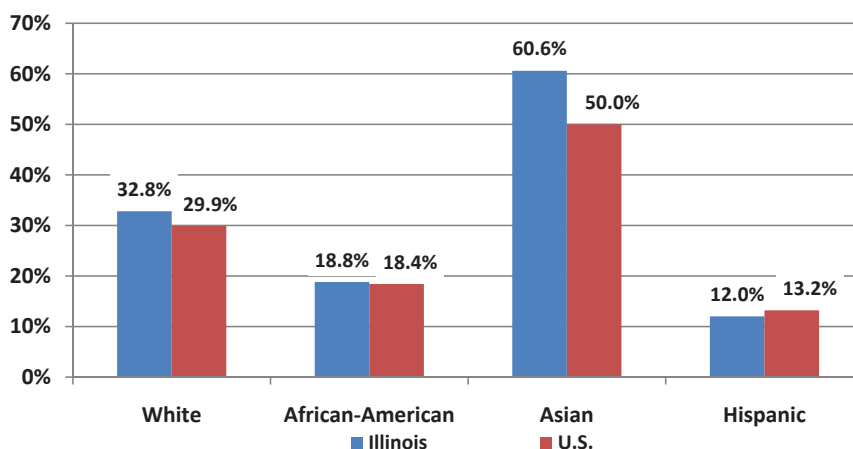
Source: American FactFinder, U.S. Census Bureau

Here are more specifics, as reflected in **Table 9**:

- Nearly 90% of whites in Illinois earned high school diplomas or higher, followed by Asians (88.9%), African-Americans (83.3%) and Hispanics (61.6%).
- The gap between whites and Hispanics with high school diplomas is almost 30 percentage points; whereas the gap between African-Americans and whites is only 6.6 percentage points.
- Nearly 61% of Asians in Illinois have bachelor's degrees or higher, compared to 32.8% of whites, 18.8% of African-Americans and 12.0% of Hispanics.
- The gap between Asians and whites having a bachelor's degree or higher is 27.8 percentage points, whereas whites have a 1.0 percentage point higher rate than Asians for having at least a high school diploma.

**Figure 31. Percentage of Population Age 25 and Older with Bachelor's Degree or Higher, U.S. and Illinois, 2011**

Source: U.S. Census Bureau



National education trends among racial groups are similar to Illinois trends. However, as reflected in **Figure 31**, Illinois leads the nation as a whole in college graduation rates. A much greater percentage of Asians in Illinois have a bachelor's degree than in the U.S. (60.6% vs. 50.0%). Also, Hispanics are the only racial/ethnic group with a slightly higher proportion of bachelor's degrees at the national level than in Illinois.

# Wages

Greater education leads to higher future wages for all workers, including women and minorities. Women who earn graduate or professional degrees generally raise their earnings, although disparities with men's earnings persist. For example in 2011, Illinois women who had earned graduate or professional degrees had a median annual income of \$13,804 more than women with bachelor's degrees. However, Illinois men with graduate or professional degrees had a median annual income of \$20,474 more than women with comparable degrees.<sup>39</sup>

## Wage trends by gender

As women have moved into traditionally male occupations, such as management and professional work, their work opportunities have expanded. Shifts in the economy and an increase in computer-based jobs have also led to new careers for women.<sup>40</sup> The influx of available career opportunities, along with women's increasing attainment of higher education, have triggered a steady increase in women's wages.

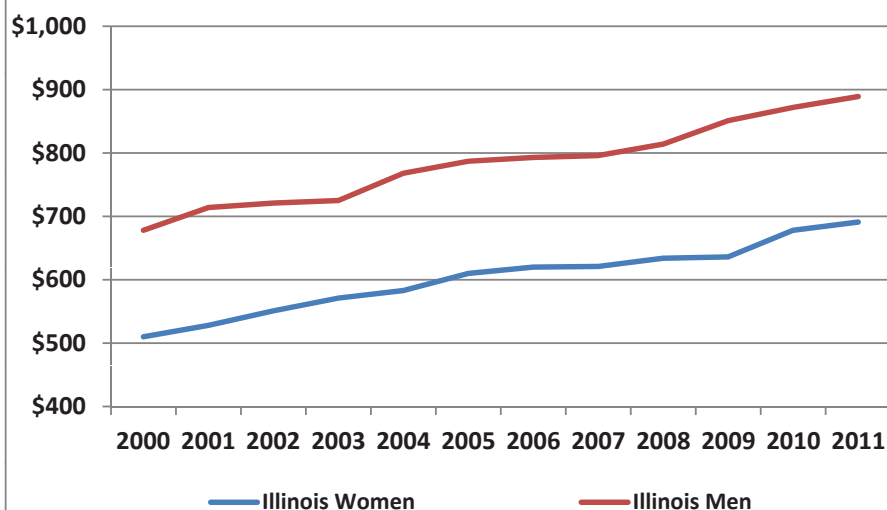
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39. U.S. Census Bureau, American FactFinder, 2011 American Community Survey 1-Year Estimates, <http://factfinder2.census.gov>.

40. Pamela Aronson and Jeylan T. Mortimer, "Gender and Career Orientations among Contemporary Young Adults: Linear, Drift, and Patchwork Perspectives," Working Paper (Philadelphia: MacArthur Network's Transitions to Adulthood and Public Policy Study, 2008).

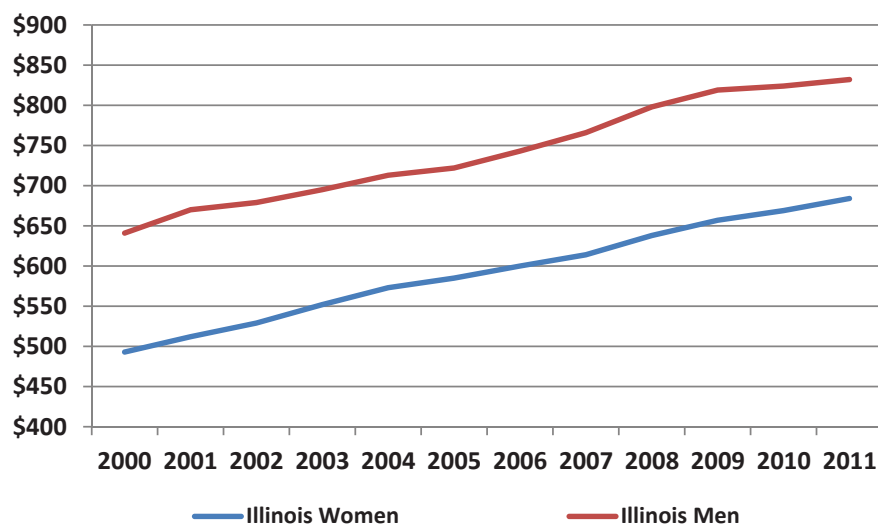
**Figure 32. Median Weekly Earnings by Gender, Illinois, 2000-2011**

Source: Highlights of Women's Earnings in 2011, U.S. Bureau of Labor Statistics



**Median Weekly Earnings by Gender, U.S., 2000-2011**

Source: Highlights of Women's Earnings in 2011, U.S. Bureau of Labor Statistics



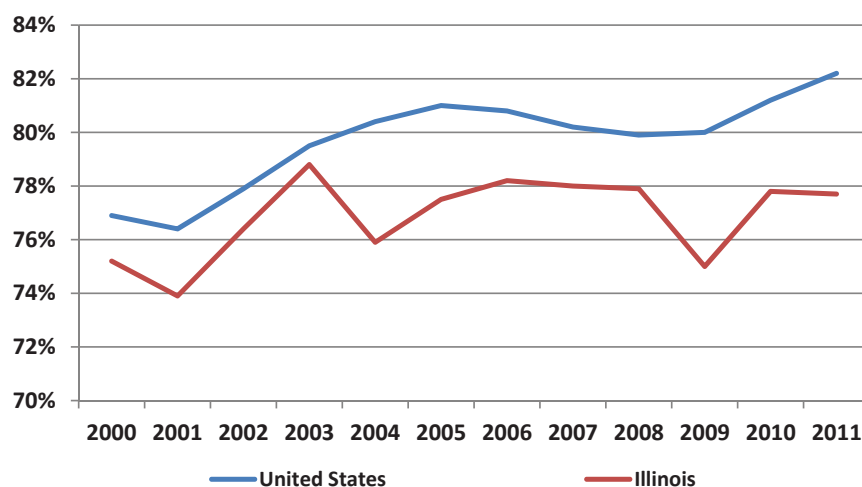
**Figure 32** compares median wages for full-time workers by gender in Illinois and the U.S.:

- Earnings for women in Illinois increased at a higher rate than they did for men in 2011 (the most current year for wage data), while earnings increased at the same rate for men and women at the national level.
- Illinois' median weekly earnings for women were \$691 in 2011, up from \$678 in 2010.
- The weekly median earnings for men in Illinois were \$889 in 2011, up from \$872 in 2010.
- Nominal (non-inflation adjusted) earnings for both women and men have trended upwards during the last decade. However, a report by Sentier Research shows that the real median income (income adjusted for inflation) of American households dropped 6.7% during the first two years of the nation's economic recovery.<sup>41</sup>

41. Jeffery H. Anderson, "Americans' Incomes Have Dropped 6.7% During the 'Recovery,'" Free Republic, <http://www.freerepublic.com/focus/f-news/2827734/posts>, Nov. 1, 2011.

**Figure 33. Women's Median Weekly Earnings as Percentage of Men's, Ages 16 and Older, 2000-2011**

Source: Highlights of Women's Earnings in 2011, U.S. Bureau of Labor Statistics

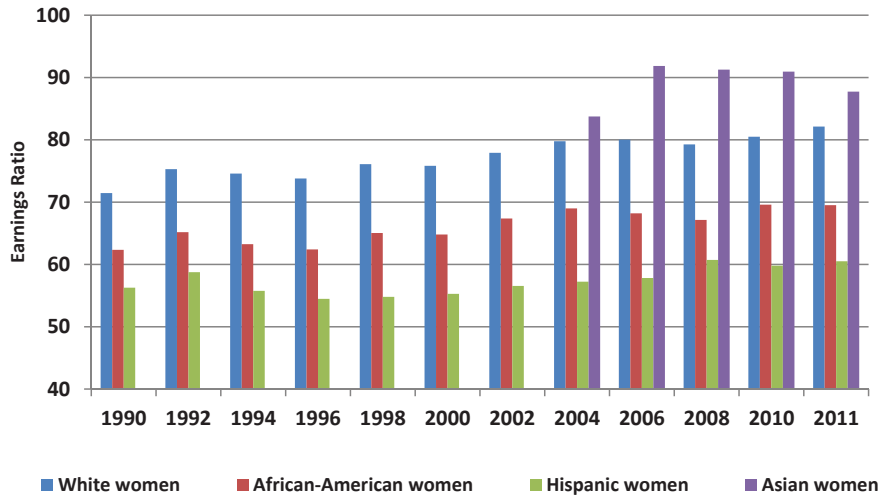


**Figure 33** shows that the ratio of median wages for women relative to men increased nationally while almost remaining the same in Illinois in 2011:

- The Illinois ratio was 77.7% in 2011 (the most current year for wage data), compared to the U.S. ratio of 82.2%.
- The ratio improved by at least a full percentage point for women in the U.S. for the second year in a row.

**Figure 34. U.S. Women's Median Weekly Earnings as Percentage of White Men's, 1990-2011**

Source: Highlights of Women's Earnings in 2011, U.S. Bureau of Labor Statistics



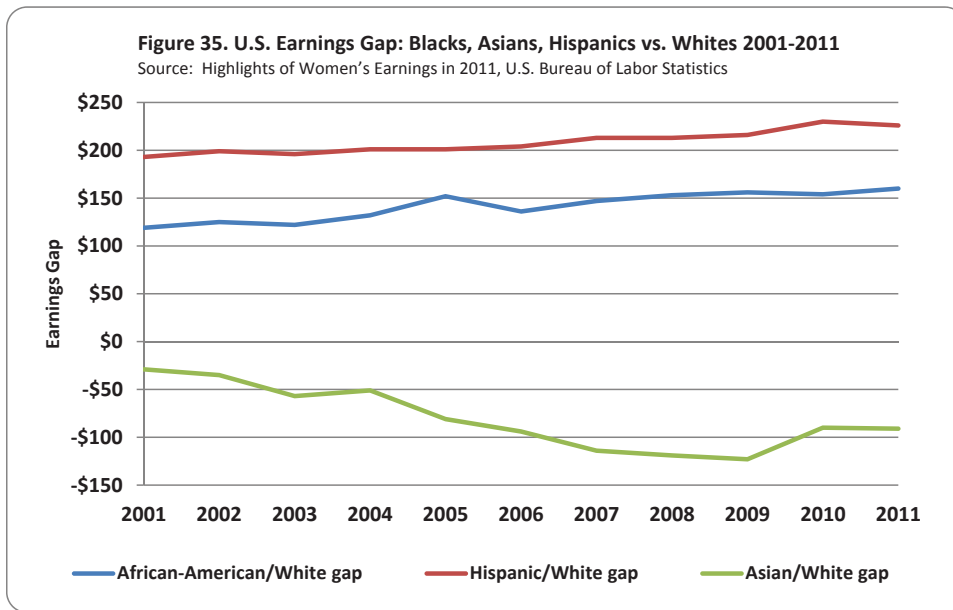
## Wage trends by race and ethnicity

**Figure 34** shows a clear gender wage gap by race/ethnicity (relative to white males) in the United States. (*Note: Statewide wage data by racial group is not published.*)

### *Women's wage comparisons to white males:*

- In 2011 (the most current year for wage data), the U.S. median weekly wage for women as a percentage of white men's median wages was 82.1% for white women, 69.5% for African-American women, 87.7% for Asian women, and 60.5% for Hispanic women.
- White women's wages climbed above the 70-80 percent range of white men for the first time in 2010 and continued its upward trend to 82.1% in 2011.
- African-American women's wages have stayed in the 60-70 percent range for the last two decades, while Hispanic women broke above the 50-60 percent range in 2008 and are still above it in 2011.

## Minorities' wages in comparison to white males:



**Figure 35** shows the earnings gap for minority groups in comparison to white males in the U.S.:

- The 2011 median weekly earnings was \$866 for Asians, \$775 for whites, \$615 for African-Americans and \$549 for Hispanics working full time in the United States.
- Asians have a higher median wage than do whites (Therefore, the gap is shown as negative values on the chart. The value for 2011 is -\$91).
- The wage gap between African-Americans and whites was \$160 for 2011 and has stayed essentially unchanged since 2005.
- The wage gap between whites and Hispanics decreased to \$226 for 2011. The gap decreased this past year, as it had increased slightly each year since 2007, with the largest gain in 2010.

*Note: The year 2011 is the most current year available for wage data.*

# Barriers to Employment and Earnings Potential

The traditional school of thought is that higher levels of educational attainment result in higher employment and earnings. This correlation between education and employment appears to mirror the experiences of Asians and whites, who have the highest levels of education and earnings of all racial and ethnic groups. It also reflects the experiences of whites, who have the lowest rate of unemployment (*Note: Illinois unemployment levels for Asians were not available during the production of this report.*) However, this correlation does not entirely mirror the experiences of African-Americans and Hispanics.

For example, as stated earlier in the report, of all racial and ethnic groups, African-Americans have the highest unemployment rates in Illinois and the U.S., even though their level of educational attainment is higher than Hispanics. In addition, the U.S. unemployment rates of African-Americans with the same educational attainment as whites was substantially higher than whites in 2011 at every education level, according to the recent U.S. Department of Labor Report, “The African-American Labor Force in the Recovery.”<sup>42</sup> However, the gap in unemployment between African-Americans and whites was smaller at higher educational attainment levels, such as bachelor’s degrees.

The Labor Department report points out several barriers to higher employment and earnings. For one, African-Americans in the U.S. are under-represented in sectors that have experienced the greatest job growth during the economic recovery, including manufacturing and professional and business services. On the other hand, African-Americans are disproportionately represented in public sector employment, which made them more vulnerable to “drastic layoffs” in government during the past two years, the Labor report revealed.

Secondly, prolonged unemployment makes it more difficult to find a new job, especially as employers sometimes use employment status, unemployment duration and credit ratings to screen out candidates. The Labor Department found that African-Americans who become unemployed are less likely to find jobs and tend to stay unemployed for longer periods of time, compared to whites and Hispanics. Other barriers the Labor Department report cited include transportation barriers and living in economically depressed areas with fewer opportunities for employment.

Current research also shows that certain populations, such as high school dropouts and black males, tend to have lower employment and earn lesser wages relative to the Illinois population as a whole. These disparities were exacerbated during the recent economic recession. The Center for Labor Market Studies at Northeastern University released a report in 2011 that named inadequate education and higher rates of incarceration as partial contributors to these outcomes. Here are some of the report’s findings:

- People lacking a high school diploma or GED certificate earned considerably lesser wages than those with high school diplomas or associate degrees.

For example, during 2009 to 2010, the mean annual earnings of Illinois dropouts ages 18-64 were \$13,400 vs. \$21,700 for high school graduates and \$32,800 for associate degree holders.<sup>43</sup> In addition, many adult high school dropouts were completely withdrawn from the labor market by the time they reached their late 30s.

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42. U.S. Department of Labor, “The African- American Labor Force in the Recovery,” Feb. 29, 2012.

43. Andrew Sum, Ishwar Khatriwada, Joseph McLaughlin and Sheila Palma, “High School Dropouts in Chicago and Illinois: The Growing Labor Market, Income, Civic, Social and Fiscal Costs of Dropping out of High School,” Center for Labor Market Studies, Northeastern University, November, 2011.



- Inferior labor market outcomes and limited employability skills have influenced the higher incarceration rates of high school dropouts compared to their better-educated peers.

Of Illinois' incarcerated population between the ages of 18 and 34, some 51% were high school dropouts in 2010. Also, of the 18- to 34-year-old males in Illinois, the incarceration rates ranged from one-tenth of 1% for those with bachelor's degrees or higher to 15% for high school dropouts.

- Black male dropouts had the highest incarceration rate among the three major race-ethnic groups, according to the study.

Almost 29% of black male dropouts in Illinois were incarcerated in 2010, compared to 6.6% of native Hispanic male dropouts and 6.5% of native white male dropouts. However, the incarceration rate dropped to 8% for black male high school graduates and 2% for black associate degree holders.

# Appendix

## Terms and Definitions

Workforce participation terms such as earnings, income, race-ethnicity, and labor force are uniquely defined by state agencies, federal agencies and research organizations. They may even be defined differently by the same organization when used for different purposes. Given their variability, it is important to define the terms as they will be used in this report. Note that caution should be used when comparing numbers in this report to those in other sources because of this ambiguity.

### Race and Ethnicity

Beginning with the 2000 Census, *race* and *ethnicity* became two distinct concepts in federal workforce reporting. Each person now has two attributes, his or her race (or races), and whether or not he or she is Hispanic. The 2000 Census also established six *racial* categories: American Indian or Alaska Native; Asian; African-American; Native Hawaiian or Other Pacific Islander; white; and “Some Other Race.” Respondents for the first time were allowed to select one or more races. The two *ethnicity* categories are “Hispanic origin” and “not of Hispanic origin.” Given this substantial change in race-ethnicity categories, which introduces the likelihood of overlap of race and Hispanic origin, the Census Bureau cautions against making direct comparisons between the 2000 Census and previous years.

The race/ethnicity population reporting in this report follows standards used by the U.S. Census Bureau and other federal agencies. In figures 6-9 of this report, race and Hispanic origin are expressed as two different concepts in order to present a clearer view of the racial makeup of Illinois’ population. For example, data for the racial categories “white” and “African-Americans” does not include Hispanic whites or Hispanic blacks. However, data for the Hispanic ethnic category, includes data for all racial groups, including Hispanics who are white, black, Asian, American Indian/Alaskan Native and Native Hawaiian/Pacific Islander.

The population data in this report is from the Census Bureau. The data includes noninstitutional civilians, the incarcerated, and the underemployed.

### Labor Force Participation

Following the definition used to calculate the unemployment rate in the nation and in Illinois, this report defines the labor force as workers who are employed and those noninstitutional individuals who are unemployed but available for work and actively looking for work. It does not include “discouraged” workers—those who have become discouraged with the job hunt and have stopped actively looking for work. Those who have dropped out of the labor force altogether are excluded from labor force calculations, including the unemployment rates. The self-employed are included in the employed, unemployed totals and unemployment rates. The self-employed are, however, excluded from nonfarm payroll employment totals.

Each person age 16 and older who is not in an institution such as a prison or mental hospital or on active duty in the Armed Forces is counted and classified in only one group. The sum of the employed and the unemployed constitutes the *civilian labor force*. The *civilian noninstitutional population* includes anyone age 16 and older who does not reside in an institution, such as a prison or mental hospital, or who is not on active duty in the Armed Forces. The civilian noninstitutional population includes both those classified as in the civilian labor force and those not in the civilian labor force. Those considered to be not in the labor force are neither employed or unemployed.

The *labor force participation rate* is the proportion of the civilian noninstitutional population 16 years of age and older either employed (at work) or unemployed (actively seeking work).

The *employment-to-population ratio* is defined as the percent of civilian noninstitutional population 16 years of age and older that is employed.

Persons are classified as employed if they did any work for pay or profit, worked at least 15 unpaid hours in a family-owned enterprise or were temporarily away from work due to reasons such as vacation, illness or labor dispute.

Persons are classified as unemployed if they do not have a job, have actively looked for work in the prior four weeks, and are currently available for work.

The *unemployment rate* is the percentage of the civilian labor force that is unemployed (available and looking for work but currently not working).

Persons are classified as unemployed if they do not have a job, have actively looked for work in the prior four weeks, and are currently available for work.

*Actively looking for work* may consist of any of the following activities:

- Contacting any of the following regarding job opportunities:
  - An employer
  - An employment agency
  - Friends or relatives
  - A school or university employment center
- Sending out resumes or filling out applications
- Placing or answering classified advertisements
- Checking union or professional registers

Workers expecting to be recalled from layoff are counted as unemployed, whether or not they have engaged in a specific job-seeking activity. But, in all other cases, the individual must be actively engaged in some job search activity and available for work (except for temporary illness).

**To summarize:**

Employed persons consist of:

- All persons who did any work for pay or profit during the U.S. Census Bureau's household survey week, which is usually the weekend including the 12th of each month.
- All persons who did at least 15 hours of unpaid work in a family-operated enterprise.
- All persons who were temporarily absent from their regular jobs because of illness, vacation, bad weather, industrial labor dispute, or various personal reasons, whether or not they were paid for the time off.

Unemployed persons are:

- All persons who did not have a job at all during the household survey week, but made specific active efforts to find a job during the prior four weeks, and were available for work (unless temporarily ill).
- All persons who were not working and were waiting to be called back to a job from which they had been laid off need not be looking for work to be classified as unemployed.

People who are not part of the labor force are:

- All persons not classified as employed or unemployed, including discouraged workers.

For more information, visit the U.S. Department of Labor's website, "How the Government Measures Employment," at [http://stat.bls.gov/cps/cps\\_htgm.htm](http://stat.bls.gov/cps/cps_htgm.htm).

**Earnings**

Earnings data in this report were obtained from the U.S. Census Bureau and the BLS' Quarterly Census of Employment and Wages.

# Career Resources

The Illinois Department of Employment Security offers several online resources to assist prospective job seekers in finding jobs, training and career information. To access these resources:

1. Go to [www.ides.illinois.gov](http://www.ides.illinois.gov)
2. Select the "Individuals" pathway
3. Click "Search for Jobs"
4. Access the following resource:

**Illinois Job Link**, an online job database that connects job seekers to employers throughout the country.

OR

Follow steps 1 – 3 above, then click "Career Information" to access the following career resources:

- **ReNew:** a tool for the experienced worker who is preparing for a career change or re-entering the workforce after layoff or retirement. It features current job openings, job search resources and retraining options.
- **Career Information System:** a career planning tool that offers comprehensive information on occupations, schools, financial aid, job search and extensive links to other career resources.
- **CIS Jr:** helps junior high school students explore questions like “Who am I? Where am I going? How do I get there?” and offers a unique career cluster interest assessment.
- **Green Jobs:** links to studies on the growing green economy and to information about green jobs.
- **Learn More Earn More:** highlights occupations expected to provide the most job openings each year. Jobs are organized by education and training requirements.